





## NEWS: EUROPE

Northern League insists on 31-year-old former student activist 'to breathe new life into parliament'

## Italian allies agree choice of speakers

By Robert Graham in Rome

The three main parties of Italy's Freedom Alliance yesterday buried their differences over the choice of speakers for the two houses of parliament and agreed on compromise candidates.

The agreement paves the way for a smooth opening of Italy's 12th postwar legislature today and early election of the speakers of the senate and chamber of deputies. This is the first constitutional step towards forming a new government, which is likely to be headed by media magnate Mr Silvio Berlusconi.

The Alliance parties - Mr Berlusconi's Forza Italia, the populist Northern League and the neo-fascist MSI/National Alliance - have been squabbling for four days over who should fill these two key institutional posts. The most difficult has been that of the senate, where the Alliance is six seats short of a majority and whose speaker deputies for the president of the republic.

Yesterday, the three parties agreed to propose Mr Carlo Scognamiglio, an economist

and former rector of the private Rome university, Luiss. Mr Scognamiglio was a Liberal senator who transferred to Forza Italia.

His good contacts with the Rome establishment are considered likely to attract some cross-party support to help the Alliance majority. He is also well connected to the business world through his second wife, the daughter of Susanna Agnelli (sister of Fiat boss Giovanni) and his current companion, Cecilia Pirelli, daughter of Leopoldo Pirelli, the former head of the family tyre and cables group.

The agreement on Mr Scognamiglio, 49, who studied at the London School of Economics, was made possible by the withdrawal of the League candidate, Mr Francesco Speroni. The League, as the party with the most parliamentarians in the Alliance, had insisted on one of its own being the senate speaker. By persuading him to stand down, Mr Berlusconi has been able to demonstrate he is not going to be dictated to by the League with its strong federalist aims.

But as a sop, the Alliance



Irene Pivetti, 31, proposed speaker of the chamber of deputies. If approved, she will be the youngest postwar speaker

agreed to accept a League deputy to act as speaker of the chamber. They chose to propose Ms Irene Pivetti, 31, a former Catholic student activist and League deputy for Monza in the previous legislature.

Never before has such a young and inexperienced per-

son been proposed for this key moderating post in the chamber, but the Alliance wanted to signal their desire to breathe new life into a discredited parliament.

Commenting on the proposal to nominate Ms Pivetti, Mr Massimo Scaglia, a Green

spokesman, said: "We Romans are long used to being tolerant. Since Caligula proposed a horse to be senator we are not surprised by anything."

Today, as the new parliament convenes, the immunity of the members of the 11th legislature is finally removed.

This means that 26 members risk immediate arrest, the most prominent being Mr Giulio De Donato, the former Socialist minister, whom Naples magistrates have been seeking to arrest on a string of corruption charges for several months.

## EU 'should help draw in central European states'

By David Gardner in Brussels

The European Union should set up new structures to help integrate central Europe and to circumvent vested interests which could prevent these nations joining the union for at least two decades.

This is the conclusion of a report for the European Commission published today by Richard Baldwin of the Centre for Economic Policy Research, the independent think-tank.

Mr Baldwin says present arrangements consist of bilateral Association Agreements, which link the central Europeans separately to the EU. These allow limited access to the EU market, but do nothing to promote intra-central European trade and inhibit investment in the region.

Beyond the Association Agreements lies the far horizon of EU membership, promised for an unspecified future at last year's Copenhagen summit of Union heads of government. But in between, Mr Baldwin said "there is nothing to get us from here to there."

He argues that two concentric circles should be built around the EU core gradually to integrate central Europe.

The outer circle would include all central Europe and provide a duty-free zone for industrial products. Any liberalisation in one member would have to extend to all others, promoting trade on a pan-European basis. Mr Baldwin says this move would make trade policy more predictable and entice investors.

A second circle, an Organisation for European Integration, closer to the EU for front-runners like Hungary, Poland and the Czech and Slovak republics and possibly Slovenia, would spread the single market to the region. Free movement of labour would be excluded but any central European country could move into this circle as soon as it was ready.

Although Germany, due to take over the EU presidency in July, is expected to push for Hungary, Poland and the Czech and Slovak republics to join by 2000, Mr Baldwin believes this will be resisted.

He estimates the cost of their entry in 2000 in farm and regional subsidies would be a net Ecu58bn. (865bn) and that these four countries would need to grow at 6 per cent a year for two decades to reach

75 per cent of average EU income.

Mr Baldwin notes that EU farmers and poor regions would fight entry, richer member states will balk at the implied 60 per cent increase in their contributions to the union budget, and small EU members will resist dilution of their powers in the inevitable reform of EU voting rules which would follow.

The need to broaden the current structure has already established itself in the Commission's current review of central Europe policy. But Mr Baldwin's analysis underplays the extent to which security concerns could propel faster integration of central Europe. Equally, his consideration of integration costs ignores the fact that the bulk of current regional aid to poor EU member states flows back to the richer countries as construction contracts and equipment supplies.

● *Towards and Integrated Europe*, by Richard E Baldwin, from CEPR, 25-33 Old Burlington Street, London W1X 1LB (Fax 4471-734 8760), Price £22.95/\$29.95; or in North America from Brookings Institution (Fax 1-202-797 6004).

## German parliament relaxes labour law

By Michael Lindemann in Bonn

The German parliament yesterday approved a long-awaited series of measures to relax labour market regulations and encourage job creation, thereby reducing Germany's jobless figures, which recently reached a post-war high.

The law will allow private employment agencies to enter a market which has until now been run exclusively by a state-owned agency. It will also encourage part-time working, a measure vigorously resisted by Germany's trade unions.

Unemployed people will be encouraged to do paid work to help the community without losing their benefits, and to take on more seasonal work.

The Social Democratic party and other left-wing opposition parties said the law would not create new jobs but would whittle away workers' benefits.

Unemployment reached 4.08m in January, a post-war high. There have been forecasts that the number of jobless could rise to 4.5m this year.

The official east German unemployment rate is 17 per cent, although German figures do not include people on job creation schemes, short-time work or early retirement.

With a general election in October, Chancellor Helmut Kohl hopes the new law and subsequent measures will counter suggestions the government is doing nothing.

However, it is unlikely the new legislation will bring any immediate relief to the unemployed. Analysts say the present high unemployment rate has little to do with a cyclical downturn in the economy and more with over-manning and excessive wages.

Mr Norbert Blum, employment minister, said the government had created 3m jobs in the last 10 years and that unemployment was still high in part because a further 2.6m people had entered the labour market.

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## Car sales on the road to recovery

By Kevin Done, Motor Industry Correspondent

New car demand in west Europe has begun a slow recovery from the worst recession since the war.

Sales rose an estimated 5.7 per cent in March to 1.25m from 1.19m a year ago, the third consecutive monthly rise year-on-year.

In the first quarter of 1994 west European new car sales have increased an estimated 5 per cent to 3.22m from 3.07m a year ago.

Sales fell sharply by 15.4 per cent in 1993 to 1.14m throwing much of the European motor industry into loss.

In the first three months this year new car sales were higher in 12 of 17 markets across western Europe, and last month the Italian car market ended 19 months of continuous decline.

The recovery has been led by the UK, which was the first large car market in Europe to enter recession, but sales are now also recovering significantly in France, Spain and in Scandinavia.

In March new car sales rose by 15 per cent in the UK, by 13 per cent in France and by 10 per cent in Spain. Last month sales were lower than a year ago in only four western European markets.

The pace of the recovery is still being slowed by Germany, the biggest car market in Europe, where new car sales are estimated to have dropped by 2.1 per cent in March to 356,000.

Carmakers are reporting a substantial increase in new orders in Germany, however. Opel, the German subsidiary of General Motors of the US,

said yesterday its intake of new orders in March was 25 per cent higher than in the same month a year ago following a 20 per cent increase in February.

The increase in new orders had allowed it to cancel short-term working planned at its Bochum plant and would necessitate extra shifts at its plant at Eisenach in eastern Germany.

Three west European countries - Denmark, France and Spain - are stimulating new car sales through the introduction of cash incentives to encourage the scrapping of old cars, and a similar move is under consideration in Italy.

PSA Peugeot Citroën of France and General Motors of the US (Opel in continental Europe and Vauxhall in the UK) have gained most ground among the big six volume car-makers in Europe in the first three months this year.

The French group increased its sales volume by an estimated 11.4 per cent in the first quarter, while GM sales rose by 9.8 per cent.

The Volkswagen group of Germany and the Fiat group of Italy, which both fell into heavy losses last year, are still losing ground in the west European market, although Seat, the VW group's troubled Spanish subsidiary, increased its sales by an estimated 13.7 per cent.

Mercedes-Benz, the German executive and luxury car-maker, is recovering sharply after suffering two difficult years and has increased its sales by 40 per cent in the first quarter, helped by the successful launch of its new C-Class executive car range.

WEST EUROPEAN NEW CAR REGISTRATIONS				
January-March 1994				
	Volume (Units)	Volume Change (%)	Share (%) Jan-Mar 94	Share (%) Jan-Mar 93
<b>TOTAL MARKET</b>	3,225,000	+5.0	100.0	100.0
<b>MANUFACTURERS:</b>				
Volkswagen group	528,000	+2.5	16.4	16.8
- Audi	353,000	+0.7	11.0	11.4
- Seat	82,000	-2.9	2.5	2.7
- Skoda	79,000	+13.7	2.5	2.3
- General Motors	14,000	+27.6	0.4	0.3
- Opel/Vauxhall	417,000	+6.8	12.9	12.4
- Saab	399,000	+9.0	12.4	11.9
PSA Peugeot Citroën	14,000	+32.6	0.4	0.3
- Peugeot	406,000	+11.4	12.6	11.9
- Citroën	240,000	+6.0	7.4	7.4
Ford	183,000	+20.1	5.2	4.5
- Ford Europe	385,000	+5.1	12.0	11.9
- Jaguar	382,000	+5.0	11.8	11.8
- Fiat group	3,200	+10.2	0.1	0.1
- Fiat	370,000	-0.8	11.5	12.1
- Lancia	288,000	+2.4	8.9	9.1
- Alfa Romeo	46,000	-9.7	1.5	1.7
- Renault	33,000	-12.4	1.0	1.2
Renault group	328,000	+0.5	10.2	10.6
- BMW group	201,000	+7.8	6.3	6.1
- BMW	99,000	-0.3	3.1	3.2
- Rover	102,000	+10.4	3.2	2.9
Mercedes-Benz	115,000	+38.8	3.6	2.7
Nissan	109,000	+2.1	3.4	3.5
Toyota	83,000	-2.2	2.6	2.8
Volvo	53,000	+20.7	1.7	1.4
Mazda	48,000	-10.1	1.5	1.8
Honda	40,000	+5.5	1.2	1.2
Mitsubishi	31,000	-14.2	1.0	1.2
Suzuki	23,000	-14.8	0.7	0.9
Total Japanese	353,000	-4.1	11.0	12.0
<b>MARKETS:</b>				
Germany	649,000	+1.0	26.3	27.4
Italy	538,000	-8.1	16.7	18.1
United Kingdom	529,000	+16.8	16.4	14.8
France	454,000	+12.5	14.1	13.1
Spain	201,000	+16.8	6.2	5.7

\* VW holds 31 per cent and management control of Skoda.  
\* Nissan also imported from UK and sold in western Europe.  
\* GM holds 50 per cent and management control of Saab Automobile.  
\* The Fiat group includes Lancia, Alfa Romeo, Innocent, Ferrari and Maserati.  
\* BMW owns 80 per cent of Rover group and is to acquire the remaining 20 per cent from Honda.  
\* Source: Industry estimates.

## EUROPEAN NEWS DIGEST

## Enterprise fund for Russia

A fund to help privatised enterprises in Russia develop their competitiveness and efficiency was announced yesterday in Moscow. The fund, approved by the Group of Seven last July, will have an initial capital of \$100m (\$88m) and loan and other guarantees of \$150m. Mr Michael Blumenthal, the former US Treasury secretary and chairman of the Fund for Large Enterprises in Russia, said the fund had already begun looking for investment opportunities. "The real process of privatisation has only just begun - and that is to make the companies focus on becoming competitive in the market," he said.

Funds have been provided by USAID, with guarantees from the Overseas Private Investment Corporation. The fund, to be headed by Mr Austin Beutner, a former merchant banker, will have its headquarters in Moscow and an office in New York. Foreign investment is picking up markedly - though from very low levels. However, political and economic uncertainties have suppressed rapid growth of foreign enthusiasm. *John Lloyd, Moscow.*

## Moscow taxes currency trading

Moscow's municipal authorities yesterday introduced a 0.1 per cent tax on foreign exchange trading on the capital's currency exchanges. Bankers predicted the bulk of business would shift to the unofficial interbank market. The Moscow Interbank Currency Exchange (Micex) said the tax, which applies to all foreign currency sales and purchases through the city exchanges, took effect immediately. Plans to introduce the tax were announced earlier this year despite opposition by the central bank and commercial banks. The shift in foreign exchange trade away from Micex will hit the central bank's ability to intervene on markets, bankers said. Average trading volume on Micex is around \$40m a day, well below the estimated \$300m on the unofficial market. *Reuter, Moscow.*

## Far-right party escapes ban

Germany's right-wing Republican party is becoming increasingly extreme but members' behaviour has not reached a stage where the party could be banned, Mr Manfred Kanther, the interior minister, said yesterday. Mr Kanther said the constitutional court in Karlsruhe would throw out any case on the basis of existing evidence. Although individual party members were committing offences, this was not sufficient to ban the party.

The German Communist party was the last party to be banned by the constitutional court in the 1950s, in a case which lasted five years. Violent offences by right-wing extremists last year totalled 2,232, 15 per cent lower than the year before. Seven people died in right-wing violence last year, according to the annual report by the agency for constitutional protection. The 23,000 party members have been under observation since December 1992 in all 16 Länder (states). *Michael Lindemann, Bonn.*

## Mandatory energy saving urged

Mandatory targets on energy-saving should be introduced if voluntary agreements prove insufficient to cut energy use and carbon dioxide emissions, according to a working party of the Brussels-based Centre for European Policy Studies. Over-concentration on the stalled EU carbon tax has deflected attention from energy conservation, both as a means to sharpen competitiveness and to meet EU commitments to sharpen carbon dioxide emissions, the working party said.

The working party, comprising representatives of 10 oil companies and utilities as well as manufacturing companies, prefers the voluntary approach that industry has so far emphasised in opposition to energy taxes or regulation. But it wants national targets for energy efficiency and a new title in the Maastricht treaty committed to it. If the voluntary approach fails, it calls for obligatory energy management in industry, regulations to stop utilities promoting increased consumption, mandatory standards of energy efficiency for appliances, and requirements for companies to report on energy performance. *David Gardner, Brussels.*

## Sweden swinging to the left

Support for Sweden's opposition Social Democrats has risen to 50.5 per cent against 39.9 per cent for parties in the centre-right government, according to an opinion poll yesterday. The poll suggests the party is benefiting from turmoil in New Democracy, the populist party which holds the balance of power, where support has crumbled to 2.5 per cent from 4.5 per cent in a month. A Social Democrat victory in September's general election is viewed as strengthening chances of a "yes" vote in the Swedish referendum on EU membership on November 13. *Christopher Brown-Ham, Stockholm.*

## Balladur survives censure move



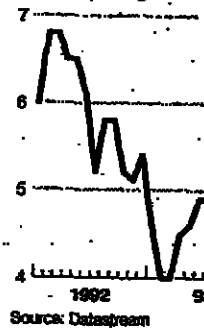
French Prime Minister Edouard Balladur (left) yesterday easily escaped censure of his government's employment policy on a motion tabled by the Socialist and Communist opposition that gained 87 votes, far short of the 289 needed for it to pass. But the prime minister was warned by his supporters that a better dialogue within his own party would have saved him from some recent mistakes. At a separate Gaullist party meeting, the leader, Mr Jacques Chirac, told Mr Balladur: "Don't be alarmed, dear Edouard, at the suggestions made by members of your majority. They are only made out of a desire to succeed together." *David Buchan, Paris.*

## ECONOMIC WATCH

## Spanish inflation disappoints

## Spain: Inflation

Annual % change in CPI



Source: Dataplan

The expected fall in Spanish inflation has so far failed to materialise as March consumer price data showed a 5 per cent rise from the previous year. The monthly increase of 0.3 per cent brought accumulated inflation this year to 1.4 per cent, slightly higher than in the same period last year. The government target for the year is to bring the rate down to 3.5 per cent. The underlying inflation rate, excluding volatile fresh food and energy prices, rose 0.5 points from February, leaving the increase compared with a year earlier at an unchanged 4.9 per cent. Bank of Spain figures meanwhile showed a 2.2 per cent monthly increase in broad M4 money supply, with an 8.7 per cent increase in lending to the private sector. *David White, Madrid.*

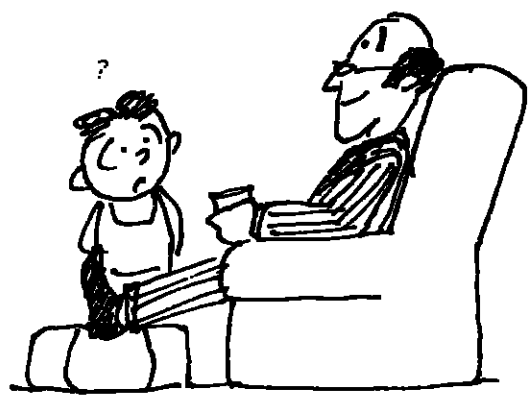
■ Norway's trade surplus fell to Nkr1.57bn (£16m) in March from Nkr3.5bn in February and Nkr4.5bn in March 1993. The cumulative January-March figure fell to Nkr9.90bn from Nkr14.42bn in the same period last year.

■ Italy's machine tool orders rose 30.7 per cent year-on-year in the first quarter of 1994, the first rise for three years, the industry association Ucima reported. Domestic demand rose 17.4 per cent, while foreign orders were up 44.9 per cent compared with the same period last year. Ucima said this was a sign of rising industrial confidence.

■ The number of registered unemployed in Poland dropped by about 19,000 in March, a jobless rate of 16 per cent.

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# Bundesbank rate cuts win praise abroad

By Peter Norman,  
Economics Editor

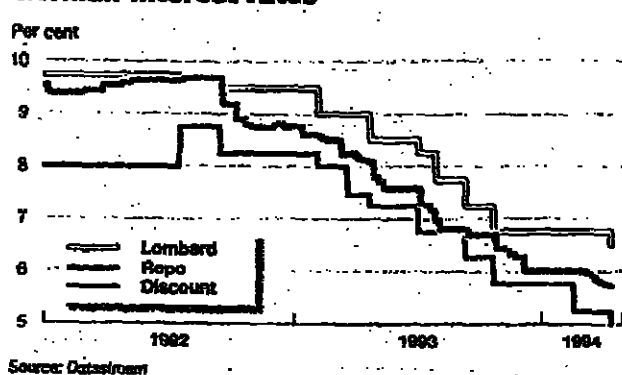
Yesterday's unexpected Bundesbank decision to cut both the discount and Lombard rates by 0.25 percentage points to 5 per cent and 6.5 per cent respectively won praise from the US Treasury and triggered a rash of rate cuts in continental Europe.

But the German central bank itself was at pains to banish any idea that it was currying favour abroad ahead of meetings later this month of world finance ministers at the International Monetary Fund or the next get-together of ministers and central bank governors from the Group of Seven countries in Washington on Sunday, April 24.

Instead, Mr Hans Tietmeyer, the Bundesbank president, underlined that the decisive factor behind the Bundesbank's decision was its expectation that inflation in Germany would fall in the months ahead to below 3 per cent in the second half of this year.

Sharply reduced inflationary expectations - reinforced by

German interest rates



Source: Datastream

the unexpectedly favourable outcome to this year's spring wage round and falling unit labour costs - have allowed the Bundesbank to discount any inflationary implications in the very rapid growth of M3, the bank's targeted measure of money supply.

Although broad money, as measured by M3, grew at an annualised rate of 17.5 per cent in February and so well above its target growth range of 4 to 6 per cent by the end of this year, Bundesbank officials yesterday stressed that this was due to special factors.

Changes in German tax laws had provoked a massive liquidation by German investors of mutual funds held in Luxembourg earlier this year as well as substantial sales of dwellings. Cash realised through these transactions landed in German bank accounts just as bond markets worldwide were suffering the repercussions of February's move to devalue money in the US. As a result, the cash

stayed on deposit, swelling German M3 numbers.

By cutting its psychologically important discount and Lombard rates, the Bundesbank hopes to persuade investors that German rates are decoupled from the rise in US rates and that they can place their money profitably in long term instruments such as German government bonds.

Such action on a substantial scale would slow the growth in M3 and could justify the Bundesbank's decision yesterday to

The Bundesbank made record profits of DM18.83bn (£7.48bn) last year, defying the recession in Germany which its critics allege it helped to foster with unnecessarily high interest rates, writes David Waller in Frankfurt.

Mr Hans Tietmeyer, Bundesbank president, expressed satisfaction but no gloom about the profits.

The profits reflect the turbulence in world currency markets last year and are up from the DM14.73bn made in 1992. Of the total, DM12.86bn was transferred yesterday to the government, where all but DM7bn of the cash must by law be used to pay off government debt as it falls due. The rest can be offset against the budget deficit.

Mr Theo Waigel, finance minister, said yesterday he was pleased with the result but stressed that the profit did not create room for more public spending. It would mean that the government would borrow DM11bn less this year on the capital markets than originally planned, he said.

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keep to its money supply target for this year.

Although a surprise to financial markets, yesterday's German rate cuts are consistent with the cautious monetary easing pursued by the Bundesbank since the crisis in the European exchange rate mechanism in the autumn of 1992. The important repurchase or "repo" rate, which the Bundesbank uses to steer monetary conditions, was left at 5.7 per cent yesterday.

At this level the repo is

slightly below the mid-point of the new "corridor" set by the discount and Lombard rates. Yesterday's rate cuts create scope for a further modest easing in German money market rates.

Although yesterday's action will have a modest fallout in terms of borrowing costs, the move was warmly welcomed by ministers of Chancellor Helmut Kohl's embattled centre-right coalition in Bonn as support for the government's efforts to boost growth and employment.

While convincing itself that it was adhering to its anti-inflationary duty, the Bundesbank appeared for once to have pleased both international and national opinion.

But a comment from the German Federation of Chambers of Commerce (DIHT) that the Bundesbank "should not neglect the still unsatisfactory growth in the money supply" in its policy decisions was a reminder of the strong support that rigorous anti-inflationary policies command in German business circles and public opinion.

# Russia seeks to bind CIS economies

By John Lloyd in Moscow

Russia, which today hosts the Commonwealth of Independent States summit, will propose the creation of an inter-state Economic Committee to be based in Minsk, the capital both of Belarus and of the CIS.

The Committee's responsibilities have not been defined - but it is likely to be seen as a forerunner of a central bank for states participating in the economic union.

Also on the agenda of the one-day meeting will be the creation of a free trade zone, agreement on the creation of transnational companies and the concept of a "payments union".

The proposal for the new institutions follows agreement between Russia and Belarus on a close economic union under which Belarus would lose all effective economic independence, its temporary currency and its independent central bank.

Mr Victor Chernomyrdin, the Russian prime minister, has made as sure as he can through active lobbying that the agreement will be ratified by the Russian parliament, while the Belarus chamber, dominated by pro-Russian deputies, is also likely to produce the two-thirds majority required.

Mr Stanislav Bogdankevich, the governor of the Belarus Bank who signed the agreement in Moscow, said in Minsk that he did so with the reservation that it contravenes the Belarus constitution and that until that is settled, he would regard the agreement as inoperative.

Mr Thomas Wolf, a senior official of the International Monetary Fund, said yesterday that the agreement could spark off "a new round of inflation" in Russia, depending on the rate at which the ruble was exchanged for the Belarus coupon - known as the "bunny".

At the CIS summit, the main problems will be with the leaderships of the two states close

est - after Belarus - to Russia, Ukraine and Kazakhstan.

Tension is still high between Moscow and Kiev after the weekend incidents in Odessa where a Russian ship of the Black Sea Fleet seized radar equipment and Ukrainian militia arrested Russian officers.

A Ukrainian government spokesman said yesterday that three Russian ships were sailing towards Odessa to collect the eight naval families there but, he said "why do you need such an armada for eight families?"

**Creation of an inter-state committee, a free trade zone, transnational companies and a 'payments union' are all on the agenda**

Talks in Kiev on Tuesday failed to solve the underlying question of the fleet's ownership, and the issue will again be put before Presidents Boris Yeltsin of Russia and Leonid Kravchuk of Ukraine.

One certain absentee today will be President Nursultan Nazarbayev of Kazakhstan.

Mr Nazarbayev had proposed a "Euro-Asiatic Union of the Slav and Asiatic states in order to bind the western countries of Ukraine, Belarus and Russia more tightly into association with the Central Asian ones - but had been rebuffed by the Russian foreign ministry, which said it "lacked detail."

Mr Nazarbayev was said by the Kazakh embassy in Moscow to have been suddenly taken ill yesterday.

"It's a real illness," said the embassy spokesman, Mr Vyacheslav Kovalov. "It's not a diplomatic one."

# Albania rattles a diplomatic sabre at Greece

Tirane fears Athens has intentions on its territory, writes Kerin Hope

Sheep-rustlers, cigarette smugglers and illegal immigrants have no difficulty evading Greek paratroopers guarding the mountainous border with Albania.

They participate in a flourishing black market in goods and services, tolerated by authorities on both sides of the frontier despite political hostility between Athens and Tirane. However, the killing of two Albanian soldiers at a training centre for recruits outside Gjirokastra on Monday raises fears that Greek right-wingers may be exploiting official laxity to undermine the socialist government's efforts to improve relations with Albania.

Mr Karolos Papoulias, Greek foreign minister, yesterday denied Albania's claim that the attack was carried out by Greek soldiers.

Proposing a meeting with Mr Alfred Serreqi, his Albanian

counterpart, to discuss the incident, Mr Papoulias said Greece wants "normal, co-operative relations with Albania," but not at the cost of discrimination against the ethnic Greek minority in southern Albania.

The presence of the Greek minority in what Greeks call North Ipiros, however diminished by massive emigration to Greece over the past three years, gives the Albanian government some leverage in an awkward relationship with its neighbour. Albania fears that Greece still has territorial designs on North Ipiros, briefly occupied by Greek troops in the first world war.

Though successive Greek governments have repeated that existing borders in the Balkans must be respected, a nationalist faction in the conservative opposition New Democracy party speaks openly of the need to "main-

tain the Greekness" of southern Albania.

A claim of responsibility for Monday's attack by the North Ipiros Liberation Front, last heard of as a right-wing resistance group during the German occupation of Greece during the second world war, is causing the socialist government concern.

The strength of the Albanian government's reaction, expelling the Greek consul in Gjirokastra, asking the UN Security Council to condemn Greece and calling for a European Commission inquiry, underlined the anxiety felt in Tirane.

The attack followed reports that Tirane was encouraging Albanians from the north of the country to settle in the south, left uncultivated since the exodus of ethnic Greeks across the border.

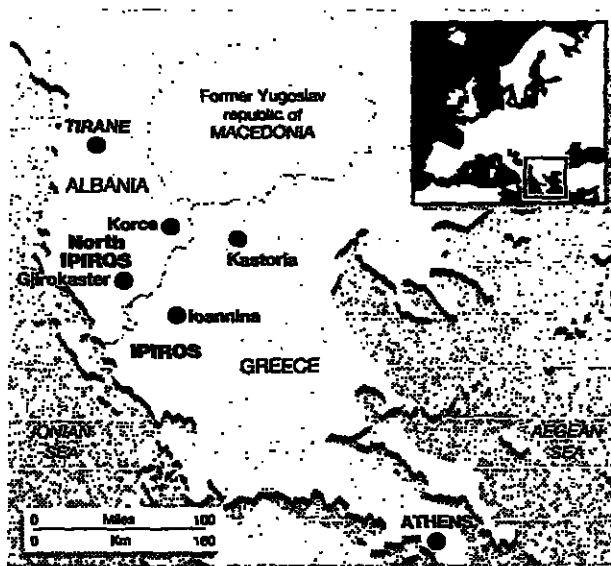
At least half the estimated 200,000 Albanians working illegally in Greece claim ethnic

Greek origins, entitling them to residence permits and eventual citizenship. As a result, dozens of villages in southern Albania are populated by a few elderly people and school-age children. However, the size of the ethnic Greek minority is disputed. The official Greek estimate is 200,000, while the Albanian government figure is less than 100,000.

Ethnic Greek communities claim frequent human rights violations, with Albanian authorities restricting Greek participation in privatisation of small businesses and curtailing teaching of Greek in schools.

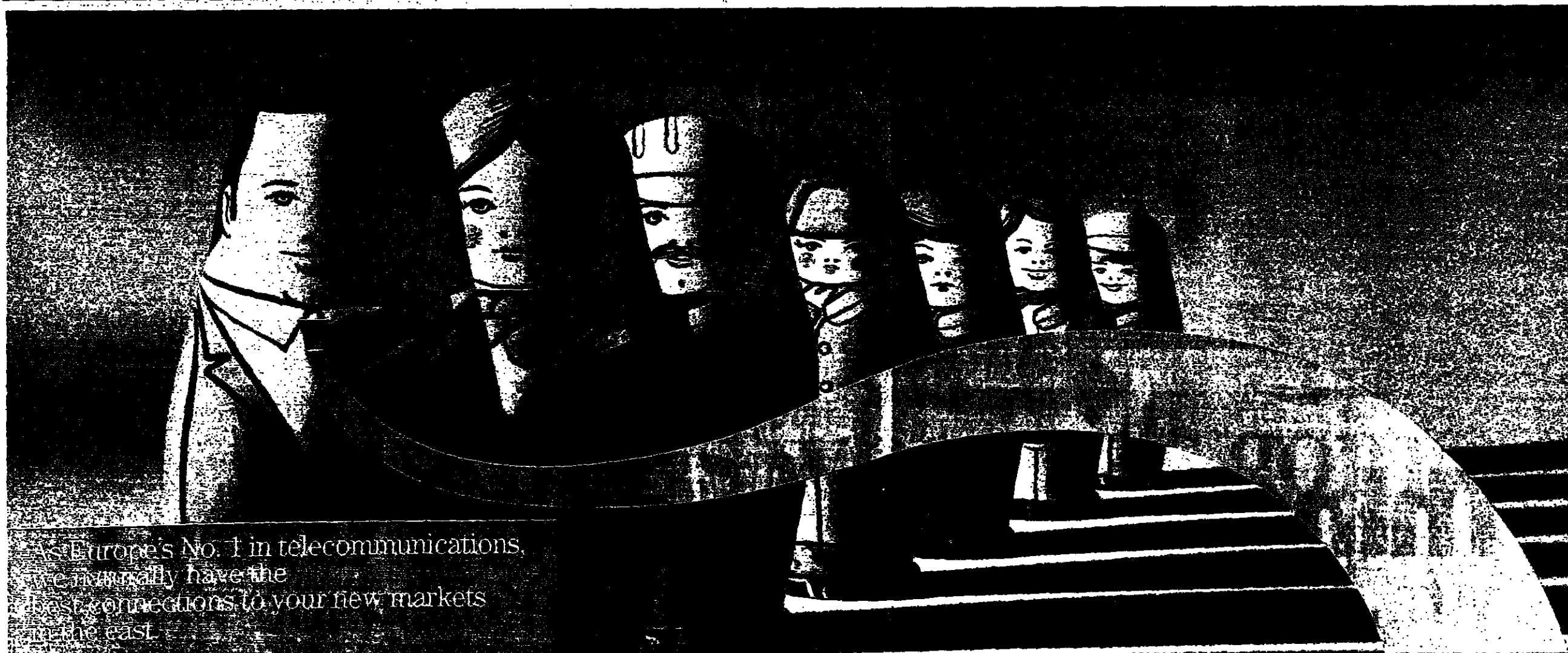
The situation in Gjirokastra has been tense since last summer, when violent demonstrations followed the expulsion of a Greek Orthodox priest accused of distributing nationalist propaganda. Greece retaliated by expelling some 20,000 Albanian migrant workers.

Mr Papoulias, who did much



to improve ties with Albania's communist government in the 1980s, has been trying again, this time with President Sali Berisha's Democratic party.

day that implementing his policy of closer co-operation with Albania on border security, customs controls and work permits for Albanian workers is "now a necessity."



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## US tobacco companies go on defensive

By George Graham  
in Washington

US tobacco companies yesterday denied that cigarettes were addictive or that they manipulated the nicotine levels in their products, as they tried to defend themselves against a ferocious assault by members of Congress.

"Cigarette smoking is not addictive," said Mr William Campbell, president of Philip Morris USA, one of the leading tobacco industry executives who appeared before a House of Representatives health committee.

The industry faces a three-pronged assault with potentially devastating consequences for its future.

The US Food and Drug Administration is considering whether to regulate nicotine as an addictive drug - a move that could lead to a ban on cigarettes containing nicotine - and the Labour Department has proposed a ban on smoking in all US workplaces, including restaurants and bars, because of the deaths caused by second-hand smoke.

Also, the tax on cigarettes is likely to leap from 24 to 99 cents (16p to 67p) a pack, to help pay for the reform of the US healthcare system.

The committee chairman, Congressman Henry Waxman, opened the ill-tempered and confrontational hearing yesterday

day by requiring the tobacco executives to testify under oath.

"This hearing marks the beginning of a new relationship between Congress and the tobacco companies," Mr Waxman said, before beginning a hostile cross-examination of the industry representatives.

The executives denied manipulating the level of nicotine to keep smokers hooked even when they switch to lower-tar cigarettes.

Under close questioning from Mr Waxman, all panes admitted they could adjust the concentration of nicotine in their cigarettes through blending different tobaccos.

All, however, said that they did not aim for any particular nicotine level through the blending.

"We do not design our cigarettes with any specification for nicotine. We design them for tar levels," said Mr James Johnston, chief executive of R J Reynolds.

But Mr Waxman said a study by Mr Alexander Spears, now vice-chairman of Lorillard, another cigarette company, showed in 1981 that the tobacco industry had deliberately aimed to raise nicotine levels in low-tar cigarettes.

Mr Spears yesterday told Mr Waxman that he had totally misunderstood the evidence.

RJR share rose. Second Session

## Charges over Chile metals losses

By David Pilling in Santiago

Two former executives of Codelco, Chile's state copper company, have been charged with defrauding the state in connection with losses of more than \$200m (£135m) made on metals futures trading in London and New York.

Mr Owen Guerrini and Mr Carlos Derpsch, former head and deputy head of sales respectively, were the immediate superiors of Mr Juan Pablo Dávila, the futures operator accused of making the unprecedented losses.

Codelco, the biggest copper producer in the world, accounts for 20 per cent of Chile's foreign exchange earnings.

The two former executives were charged on Wednesday and both were denied bail. Mr Dávila, also charged with defrauding the state, is also being held.

A fourth executive, Mr Gonzalo Trivelli, former vice-president of sales, was released for lack of evidence. His uncle, former President Patricio Aylwin who stepped down last month, has proclaimed Mr Trivelli's innocence.

Various teams investigating the futures losses have still not discovered exactly how Codelco managed to lose the equivalent of 0.5 per cent of Chile's gross domestic product in a matter of months.

It remains unclear whether controls to prevent big losses were deliberately circumvented or whether the board of directors had been informed of Codelco's speculative - rather than hedging - activities. Even the amount of losses, put at anywhere between \$207m and \$312m, is still in question.

The new administration of President Eduardo Frei has pledged to modernise the unwieldy structure of Codelco. Privatisation has been ruled out but the company's six divisions are to be split into autonomous units, some of which would be able to undertake joint ventures with the private sector. Codelco speculation on metals futures has been suspended indefinitely.

## Reviewing a fatal aerial engagement

Jurek Martin examines the downing of two helicopters over Iraq yesterday

The chairman of the US joint chiefs of staff, General John Shalikashvili, almost bristled yesterday when asked a question about the rules of engagement of US forces operating under UN mandate and over Iraq. The general made clear that such rules were not in the public domain, for good reasons of mission security.

But the tragic incident over the skies of northern Iraq yesterday - an apparent accident - combined with the circumstances of the Nato air strikes against Bosnian Serb positions around Gorazde this week to demonstrate the extent to which authority to initiate action may now be vested in local commanders.

This represents a marked departure from the military practices of the Cold War, when it was assumed that decisions to take offensive actions were passed to the highest levels of the chain of command in both Washington and Moscow, including the offices of the respective heads of government.

This was not an infallible safeguard, as the downing in 1983 by Soviet fighters of the Korean airliner to the north of Japan showed. Nor, in the US case, were local commanders completely hamstrung, as was demonstrated in 1987 when the USS Vincennes, sailing in the Gulf, misidentified and shot down an Iranian Airbus.

In both Bosnia and Iraq, US officials made clear this week that no prior authorisation for each action by the president or his secretary of defence was now necessary. In the case of



An American Sikorsky Blackhawk helicopter of the type shot down over the no-fly zone in northern Iraq yesterday

Bosnia, the authority to call in air strikes resides with UN military and civilian officials in New York and on the ground, specifically and respectively General Sir Michael Rose and Mr Yasushi Akashi.

In the US view, Russian anger at not being informed in advance of the Gorazde air strikes, even if that anger was reflected real or feigned ignorance of the automatic rules of engagement of the Nato air force. They point out that even President Bill Clinton himself was not apprised of that action before the event.

Pending further knowledge of the latest incident over Iraq, all Gen Shalikashvili could suggest yesterday was that the procedures had been broken. A US Blackhawk helicopters had

been misidentified by the two F-15 jets which had shot them down, even though visual contact had been established and even though an Awacs US radar aircraft was on patrol at the time.

In New York, a UN spokesman emphasised that the downed helicopters were neither on a UN mission nor were part of any operation under the organisation's authority. He said they were from a military co-ordination centre set up by Operation Provide Comfort, a multilateral exercise by the US, Britain and France, albeit under the terms of UN resolutions.

Gen Shalikashvili resisted suggestions that operating procedures had been broken. A clear comparison exists with

the incident, days after Mr Clinton took office last year, when US fighters shot down Iraqi jets flying in apparently clear violation of the northern Iraq no-fly zone. The decision to engage in combat was taken on the ground.

There is political concern in the US, shared by Mr Clinton, about any abrogation of US military command and control in international peace-keeping or enforcement operations. This reached a pitch last autumn after 18 US troops in Somalia were killed in a Mogadishu firefight, a disaster brought about at least in part by the determination of Mr Boutros Boutros Ghali, UN secretary general, to strike at General Aided, the Somali warlord.

Weeks before, Mr Les Aspin, then US secretary of defence, had refused a request for reinforcements from the US ground commander in Somalia, on the grounds that it would send the wrong signal while peace negotiations were being explored. The administration's overall conclusion was that the views of local US commanders should be respected.

But there was no inclination yesterday to shift the blame for what happened over Iraq to local commanders. Both Mr William Perry, secretary of defence, and Gen Shalikashvili assumed "full responsibility" for what happened. They implied that all local rules of engagement under the UN umbrella will be thoroughly reviewed.

## Clinton objects to caning sentence by Singapore

President Bill Clinton yesterday renewed his objections to a Singaporean court's decision to cane a US teenager for vandalism, reports George Graham in Washington.

Michael Fay, an 18-year-old student at Singapore's international school, was sentenced to six strokes of the cane, four months in jail and a \$83,500 (£1,500) fine for vandalism. Fay is expected to appeal next week to President Ong

Teng Cheong for clemency over the caning, but diplomats say that Mr Clinton's repeated interventions have drawn so much attention to the case that there is now virtually no chance of Singapore overturning the sentence.

Mr Clinton referred to the possibility of permanent scarring and said US public opinion, overwhelmingly on Singapore's side, had mistaken the gravity of the punishment.

## Brazilian MPs expelled

The Brazilian Congress has expelled two members over a bribery scandal, congressional officials said yesterday, agencies report from Brasilia.

The legislature voted late on Wednesday to strip Mr Carlos Benevides of his mandate. He is the son of a former senator congressman and was a leading member of the Democratic Movement Party (PMDB), the biggest in Congress. Earlier, a substitute legislator, Mr Feres Nader of the Brazil Labour Party (PTB), was also expelled.

The two were the first to be sanctioned among 17 deputies recommended

for expulsion by a special Congressional commission examining a bribery scandal that shocked Brazil when it came to light last October.

The 17 are accused of having manipulated public funds and having received bribes to obtain public contracts for private contractors.

Three of the 17 accused have resigned their mandates rather than risk being stripped of them.

Apart from losing their Congressional seats, the expelled deputies will be barred from public office for three years.

## Mexican kidnap threat

Kidnappers who seized the chairman of Mexico's largest banking group last month have threatened to kill him unless their demands are met, agencies report from Mexico City.

"We're set on executing him if you don't fulfil our conditions," said a copy of a typed letter, dated Tuesday and addressed to Grupo Financiero Banamex-Accival, which is headed by billionaire Mr Alfredo Harp Helu.

He was abducted on the morning of March 14 while driving to work from his home in Mexico City.

The letter was accompanied by a

hand-written plea, apparently from Mr Harp, and a photograph of him beside a newspaper dated April 12. "Pay the ransom, my life is in danger, give me the opportunity to return to you and to my family," said the letter.

Banamex-Accival officials were not available to comment. Police said the family had asked that the police stay out of negotiations.

The documents did not disclose the ransom being sought or any conditions set by the kidnappers, who accused the financial group of callousness in hiring insurers to assist in the case.

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pillar of the New World Order, along with the United Nations and the International Monetary Fund.

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most important in the History of Nations - is signed in Marrakesh, testifies to the esteem and trust in which the international community holds Morocco. Today, as yesterday, it is in Morocco that the hopes and ambitions of the Nations of the North and the South converge. None was as qualified as Morocco to be at this crossroads of opportunity and hope.





## NEWS: INTERNATIONAL

## UN Rwandan role in doubt as Belgians quit

By Leslie Crawford in Nairobi and Gillian Tett in Brussels

The United Nations was yesterday searching for ways to salvage its peacekeeping operation in Rwanda following a decision by Belgium, the former colonial power, to pull out its 420-man UN contingent from the strife-torn nation in central Africa.

Mr Willy Claes, Belgian foreign minister, said in Brussels that the inadequate protection provided for the UN troops meant that it was now "senseless" to continue the operations under the existing mandate, established after a 1990 peace agreement in Arusha.

The UN presence, he said, had been unable to prevent the deaths of tens of thousands of people in Belgium's former colony. Furthermore, there was such an anti-Belgian climate in Rwanda that soldiers' lives were in danger.

Mr Claes notified Mr Boutros Boutros Ghali, UN secretary-general, of Belgium's intention to withdraw at a meeting in Bonn this week.

Yesterday, visibly angry over the events, Mr Claes added that "the credibility of the UN is now at stake".



Claes: 'terrible, terrible'

His comments reflect the disgust felt by Belgian politicians about the poor protection provided for the UN troops in Rwanda following the massacre of 10 Belgian soldiers last Thursday - deaths that occurred in a "terrible, terrible" manner, Mr Claes said. The 10 were executed by rampaging Rwandan soldiers in the violent aftermath of President Juvenal Habyarimana's death in an air crash nine days ago.

In addition to the Belgian troops serving with the UN force, Belgium also has up to 800 paratroopers in the country

who are organising the evacuation of foreign nationals. These troops are expected to leave tonight, when a deadline set for their withdrawal by the Rwandan government expires.

Mr Boutros Ghali has ordered Gen Romeo Dallaire, the Canadian commander of the 2,500-strong UN Assistance Mission to Rwanda (Unamir), to prepare plans for withdrawal. He has told the Security Council he does not think the operation is viable without a Belgian presence or replacement troops.

The Security Council was meeting last night to discuss what role, if any, the UN could now play in Rwanda. The peacekeepers arrived last October, at the request of Gen Habyarimana's government and the rebel Rwandan Patriotic Front (RPF), which had signed an accord in August to end three years of civil war.

But the collapse of the peace agreement, with rebels fighting the Rwandan army for control of the capital, Kigali, has rendered the UN mission null and void.

The rebels yesterday denied they had agreed to truce talks as they fought for a second day for control of the capital.

## South African mediation effort fails

By Patti Waldmeir and Mark Suzman in Johannesburg



SOUTH AFRICAN ELECTIONS April 26-28

An attempt to resolve South Africa's political crisis through foreign mediation collapsed yesterday.

Mediators packed their bags and left the country's political parties to their disputes.

"The fact that it has failed

fills me with sadness," Lord Carrington, former British foreign secretary, told reporters as he, Mr Henry Kissinger, former US secretary of state, and five fellow mediators cut short their mission after the parties failed to provide them with agreed terms of reference.

The failure of mediation, less than two weeks before planned all-race elections, will seriously undermine hopes for a peaceful poll and for the stability of the new government. Constitutional negotiations may resume after the poll. In the

meantime, the African National Congress will continue trying to do a separate deal with Zulu King Goodwill Zwelithini, to guarantee his constitutional status and persuade him to endorse the poll.

At the same time, the ANC will push for a further security crackdown in KwaZulu-Natal, power base of Zulu Chief Mangosuthu Buthelezi, Inkatha leader. Mr Cyril Ramaphosa, ANC secretary general, said more troops would be sent to the area to deal with a predicted surge in violence. Some

213 people have been killed in political unrest since a state of emergency was imposed there on March 31.

Mr Ramaphosa made an unprecedented visit to the Johannesburg Stock Exchange to warn brokers of the imminent collapse of mediation. Markets reacted negatively. The JSE's overall equity index weakened 68 to 4,855 and the commercial rand, the trading currency, dipped 0.52 cents against the dollar to close in London at £3.6008 in spite of central bank intervention.

The three parties to mediation - the ANC, Inkatha and the government - yesterday traded recriminations at separate press conferences. The dispute centred on whether Inkatha's demand for a delay in the election date could be a subject for mediation. The ANC and government insist the April 26-28 election dates are sacrosanct, while Inkatha wanted the election delayed to allow it to prepare for the poll in the event that mediation delivered a constitutional settlement.

## Flag is lowered on 'grand apartheid'

By Michael Holman in Umtata

Major General Bantu Holomisa stood erect, the bugler sounded the Last Post, and the flag of Transkei was lowered for the last time. Nominally independent since 1976, self-governing since the mid-1980s, victim of corrupt leaders as well as apartheid itself, the territory was yesterday re-incorporated into South Africa.

It was an act which, declared Mr Walter Sisulu, the guest of honour and veteran African National Congress leader, marked "the burial of the apartheid system".

Not quite: Chief Mangosuthu

Buthelezi continues to exploit the legacy of apartheid, fighting for what amounts to an autonomous KwaZulu state in the new South Africa. But that bitterly disputed issue was not allowed to spoil yesterday's celebrations.

There were, however, some tense moments. The Escort to the Flag had to use unconventional methods to discharge his solemn duty and save the day from embarrassment. A particularly stubborn knot threatened to prolong the attachment of the Transkei flag to the pole once it had reached the ground.

The white gloves of the offi-

cer did not help; strong white teeth did the trick. A firm grip, a sharp tug, and the crowd cheered as the homeland of Transkei was symbolically set free, and Bazonka Ben and his Band came on stage to set feet tapping.

The occasion symbolises the closing of the last chapter of the apartheid system. It signifies the imminent dawn of a new era of a representative government accountable to all South Africans," the general told the crowd in Umtata's independence stadium.

Comrade Johnson Mlambo, of the radical Pan-Africanist Congress, put past injustice in

the forefront of his concern. The average land holding in the Transkei was under 2.8ha, while across the "border" commercial farms spread out over 1,500ha. The inequity must be addressed, he said.

Popular as a PAC campaign strategy this may be, Gen Holomisa made clear that Khosha-speaking Transkei is ANC country. Its favourite sons include Nelson Mandela, ANC president.

Gen Holomisa is himself well regarded locally. Number 13 on the ANC's list of candidates for the national assembly to be elected in a fortnight, he is earmarked either for a senior cabinet

post or a top position in the integrated defence force.

The general, who took power in a bloodless coup at the end of 1987, has proved a canny politician. He soon aligned himself with the ANC and the PAC. Yesterday he was looking for votes. Transkei had suffered because Mr Mandela and others from the territory had been in the vanguard of the battle against apartheid, he told the crowd.

This historical grievance had to be redressed by the post-election government, said the general. "And it will," he vowed, "for I will be part of the team".

## Lesotho soldiers kill deputy PM

Dissident soldiers shot dead Lesotho's deputy prime minister yesterday and seized four cabinet ministers in a mutiny apparently over a planned government probe into the army, according to diplomats. Reuters reports from Maseru.

"The deputy prime minister, Solemetsi Baholo, is dead. He was shot while resisting being taken by the soldiers," one said. In Pretoria, the South African Foreign Ministry said it was "appalled by the developments" and would not recognise any government installed by force.

South Africa said it was reactivating a task group of Zimbabwe, Botswana and South Africa that had mediated in the January crisis. Mr Pik Botha, South African for-

eign minister, said the Lesotho government had sought "immediate South African mediation with the Lesotho Defence Force".

But diplomats said there was no indication a coup was under way in the mountain kingdom of 1.8m people, which is surrounded by South Africa. The crisis was rather caused by a mutiny apparently in one section of the army, they said. A Lesotho government spokesman said soldiers from the main Mankonyane barracks were holding the four cabinet ministers at their headquarters.

At least five soldiers were killed and 11 people wounded in the January fighting, which broke out initially over pay and conditions.

## World Bank projection

## Brighter outlook for third world

By George Graham in Washington

The World Bank is projecting a much brighter economic outlook for developing countries over the next decade, despite prospects of slower growth in the industrialised nations.

"The international economic environment is likely to be more favourable for developing countries as a whole during the 1990s than it has been in the last 20 years," said Mr Michael Bruno, chief economist at the Washington-based development institution.

"Developing countries are projected to grow at a rate of 4.8 per cent per annum during the coming decade, considerably higher than the 3 per cent per annum recorded during the 1980s," Mr Bruno said.

Although growth in the industrialised countries has in the past had a large spillover effect on the rest of the world, the World Bank says in its annual assessment of global economic prospects, published yesterday, that the modest growth rates of 2.5 to 3 per cent likely in Europe, North America and Japan over the next decade need not hold back the developing nations.

Mr Bruno said lower real interest rates, higher flows of private capital into the developing countries, fast growing world trade and a stabilisation of real commodity prices should create a more favourable environment for the developing countries.

He warned, however, that generally strong growth could disguise severe disparities between regions and countries:

while east Asia would probably continue to fare well, even modest improvements in growth rates were still likely to leave more people in poverty in sub-Saharan Africa.

East Asia's growth over the next decade is likely to be less spectacular than in the past, because the region will encounter infrastructural bottlenecks and environmental constraints. Nevertheless, growth rates in the region are likely to average more than 7 per cent a year.

South Asia already improved its economic performance in the 1980s, and steady growth rates of around 5.3 per cent a year are projected for the next 10 years, while growth in Latin America and the Caribbean could accelerate to 3.4 per cent a year.

Sub-Saharan Africa has an opportunity for modest acceleration of growth rates to 3.9 per cent a year, especially if the continent's civil wars abate. Nevertheless, the World Bank concludes, "limited stock of capital equipment, infrastructure and human capital preclude any sharp improvement in living standards".

Mr Bruno said that much of the downside risk for the developing countries came from the possibility that the industrialised countries would falter in their efforts to tackle their budget deficits and to undertake supply side reforms, causing higher interest rates, lower growth and protectionist pressures.

*Global Economic Prospects and the Developing Countries, 1994. World Bank, 1818 H Street NW, Washington DC 20433*

GROWTH IN THE DEVELOPING WORLD						
Real gross domestic product, annual % change						
Developing region	74-80 trend	1981	1982	1983	1994-2003 Forecast	Low case
All developing countries	3.4	0.2	0.3	2.1	4.8	3.6
Sub-Saharan Africa	2.1	1.5	1.2	2.5	3.9	2.4
Middle East and North Africa	0.8	3.1	4.0	1.9	3.8	3.2
Europe and Central Asia (ECA)	3.1	-2.2	-12.7	-7.4	2.7	1.5
South Asia	5.0	2.0	4.6	3.8	5.3	4.2
East Asia	7.3	6.9	8.7	9.2	7.5	7.1
Latin America and Caribbean	2.5	3.4	2.8	3.5	3.4	0.8
Developing countries excl. ECA	3.5	3.9	4.9	4.9	5.2	4.0

Source: World Bank

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## Seoul in US talks on North's N-facilities

By John Burton in Seoul

The US and South Korea will begin talks tomorrow in Seoul on efforts to renew negotiations with North Korea, concerning inspections of its nuclear facilities.

The discussions with South Korea over the weekend will involve Mr William Perry, US defence secretary, and Mr Robert Gallucci, a senior State Department official recently appointed to head a US policy group on Korea.

A key issue will be whether to drop a demand that North Korea must exchange special envoys with South Korea before the US agrees to hold another round of high-level talks with Pyongyang.

North Korea maintains the dispute can be solved through negotiations with the US on possible diplomatic recognition, in exchange for opening its nuclear sites to inspections by the International Atomic Energy Agency.

But its refusal to accept a special envoy from the South, who would discuss inter-Korean nuclear inspections, has blocked talks with the US.

Seoul believes inter-Korean talks must be held in parallel to US-North Korean negotiations, but there have been recent suggestions in Seoul that the demand may be abandoned temporarily to improve the chances for a diplomatic settlement.

The IAEA has warned it may declare North Korea in violation of nuclear safeguards in early May, if Pyongyang continues to refuse full nuclear inspections by the UN agency.

The IAEA is expected to seek new talks with North Korea next week on preparations for inspections, which were halted in mid-March.

The United Nations Security Council recently approved a statement urging North Korea to resume acceptance of inspections.

A second issue will be the schedule for the staging of the Team Spirit military exercise by the US in South Korea this year. Both countries regard Team Spirit as a diplomatic means to press North Korea into allowing inspections, but early resumption of the exercise might derail chances for renewed talks with Pyongyang.

North Korea has repeatedly condemned Team Spirit as a rehearsal for an attack on the country. The exercise is expected for the second half of the year if no progress is achieved on the nuclear dispute.

Mr Perry will also discuss the strengthening of US forces in South Korea against a possible surprise invasion by the North. Defence preparations would include deployment of US Patriot missiles to destroy North Korean Scud missiles and increased stockpiling of other military equipment.

## Australian businessman remanded

Mr John Elliott, the Australian businessman, and six former associates who are facing charges in connection with an allegedly fraudulent \$366m (£22.5m) foreign exchange deal, were yesterday remanded on bail to appear in Melbourne Magistrates Court on August 1, when committal proceedings are expected to begin, Nikki Tait reports from Sydney.

The National Crime Authority's case against the seven men was essentially straightforward, lawyers told a Melbourne court yesterday, but would involve 24 volumes of documentary evidence and 80 witnesses. The committal hearing, they warned, could take three months.



Israeli boys at an Independence Day army weapons show play with a Galil assault rifle and a grenade launcher yesterday. The show was held at the Jewish settlement of Kiryat Arba near Hebron in the West Bank to mark 46 years of the state of Israel.

## Lebanese detain Iraqis over killing

By James Whittington in Amman

Two Iraqi diplomats are being held by the Lebanese authorities on suspicion of assassinating a prominent opponent of President Saddam Hussein in Beirut on Tuesday. The dissident, Mr Taleb as-Suhail, is said to have played a prominent role in a planned coup attempt in Baghdad last July.

The diplomats were named as Mr Khalid Khalaf, commercial attaché, and Mr Mohammed Kadhim, cultural attaché. Beirut has asked Baghdad to lift their diplomatic immunity so that they may face trial. A third man, Mr Hadi Hassan, is believed to have taken refuge inside the Iraqi embassy, which has been surrounded by police.

The Lebanese government has said that all three are held to be Iraqi intelligence agents. But Baghdad has denied any involvement and called for their immediate release.

The killing comes amid growing signs that the security situation in Beirut is deteriorating. A Jordanian diplomat was gunned down earlier this year and two Palestinians belonging to Abu Nidal's notorious terrorist organisation were arrested and charged with the killing. In February a bomb went off in a church near Beirut, killing 11 worshippers. The Lebanese Forces, a right-wing Christian group which was formerly allied to Israel during the country's civil war, was subsequently banned and four of its supporters charged with the bombing.

The recent spate of killings is likely to mar the government's reconstruction efforts and hinder plans to raise finance on the Euromarkets. Security in and around the city has been stepped up and both Lebanese and Syrian soldiers are again patrolling the streets.

Mr Faris Bouez, Lebanon's foreign minister, said yesterday that it was too early to say whether Beirut would cut diplomatic ties with Iraq over the killing but that "Lebanon cannot be taken advantage of, not under the diplomatic cover or diplomatic immunity, to settle scores and to practise crime".

## HK press shocked at Beijing jailing

### Simon Holberton on reaction to a 12-year sentence for printing 'secrets'

Editors and journalists in Hong Kong have always known that the colony's reversion to Chinese sovereignty in 1997 posed special problems for the maintenance of a free press.

But the 12-year jail term meted out two weeks ago to Mr Xi Yang, a mainland-born reporter for Ming Pao Daily News, a leading Hong Kong quality daily, has cast a long shadow over the media in the colony, shocking even those who believe the Chinese takeover in 1997 will be relatively benign.

Over the past few years proprietors have faced the implicit threat from mainland-funded companies that advertising will be withdrawn if their editors overstep the mark. For their part, journalists are frequently called into the New China news agency, Beijing's unofficial embassy in Hong Kong, to account for their stories.

Self-censorship is a growing problem, with newspapers finding it easier to ignore issues - such as the growing role of the People's Liberation Army in business in Hong Kong, or the business connections of senior Beijing officials in the colony - than to run the risk of offending

Hong Kong's future ruler. Now journalists and academic lawyers openly express doubts that the guarantee of press freedom - promised in the Basic Law, China's mini-constitution for Hong Kong - will be robust enough to withstand the Chinese Communist party's distrust of critical media. To some there is an unreconcilable contradiction at the heart of "one country, two systems", China's formula for ruling Hong Kong.

Yesterday Mr Nihal Jayaraman, of Hong Kong University's law department, told a media conference in the colony: "It seems to me that Beijing would find itself not only in a wholly untenable position, but also pursuing an unattainable goal if it were to attempt to permit a small number of its citizens to conspicuously enjoy a high degree of freedom so vehemently denied to others" in China.

Others are less gloomy, though no less concerned. There is pressure building on the Hong Kong government from local legislators to enact a freedom of information law, and to do more to promote human rights in the colony. Earlier this week a British House of Commons select committee threw its weight behind

the establishment of a human rights commission, underpinned by an equal opportunities law, recommending that one be set up before British administration ends.

Mr Xi was arrested in Beijing on September 27 last year for allegedly stealing state secrets. Under pressure from public opinion in Hong Kong, Beijing has released some details of the charges against him and the judgment of Beijing's Intermediate Court.

It appears that Mr Xi was responsible for a Ming Pao report last summer which said the government planned to sell gold on the international bullion market to help fund intervention to support the yuan. The report also speculated about interest rates.

In the six months since his detention the Chinese authorities have allowed Mr Xi only one visitor - his father, once, for one hour. Beijing has rebuffed all Ming Pao's attempts to provide him with legal representation or find out the precise details of his alleged offences.

Ming Pao feels especially affronted by his sentence. Its owners were given to understand that if the newspaper kept a low profile and offered

an apology for Mr Xi's behaviour, which they did, then the Beijing court would exercise leniency. "Six months of self-restraint and he got 12 years," said Ms Daisy Li, chair of the Hong Kong Journalists Association and a senior Ming Pao staffer.

Another aspect of Mr Xi's case which has disturbed many is the prison term given to his apparent informant at the People's Bank, China's central bank. Tian Ye (whose sex is unknown) was sentenced to 15 years in prison.

The effect of the Xi case is already being felt among Hong Kong's journalists. It led to the resignation of a number of Chinese journalists from newspapers in the colony. One, who covered China's austerity programme last summer, resigned out of fear for his own safety earlier this week.

"His sentencing has had an immediate effect," says Ms Li. "Those who cover China have become more cautious. They are worried for their personal safety and for the safety of their contacts in China."

She also noted that China has not observed its own judicial procedures in the Xi case. Chinese criminal law states that even where a case has been tried in secret the judge's

verdict has to be published. In Mr Xi's case this has not happened, Ms Li said.

Mr Xi has been allowed to appeal against his sentence but Ms Li said she was pessimistic about his chances of having the verdict overturned.

At yesterday's media conference Mr Tsang Tak-sing, editor of the Beijing-controlled Ta Kung Pao, lashed out at critics of China's legal system. Mr Tsang, who is also a delegate to China's National People's Congress, said Hong Kong standards could not be applied across the border. After 1997, he said, he was confident the two legal systems could co-exist as promised in the Basic Law; those who doubted that might as well make their preparations to leave Hong Kong now.

"The verdict handed down in Beijing will in no way affect things in Hong Kong," he said. "The only impact will be on the coverage of news from the mainland; we should have been aware from the start that that was another ballgame."

If Mr Tsang is right about the constraint on Hong Kong's media to report about affairs on the mainland then the colony will lose one of its unique qualities: its position as a window on China.

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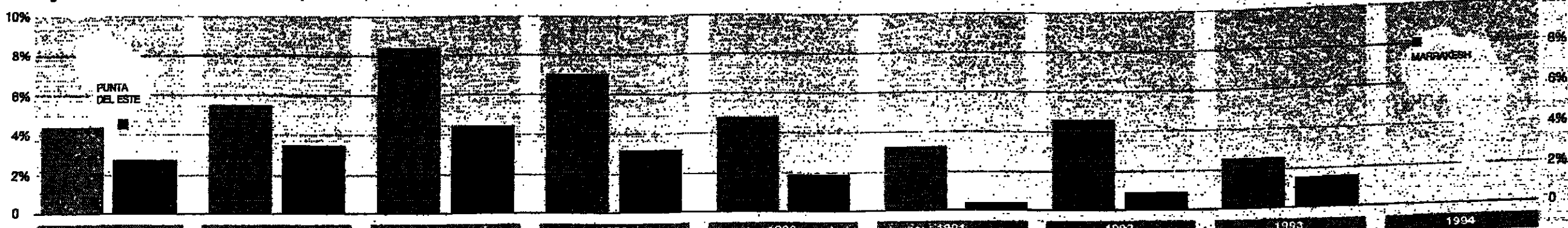
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## The circuitous route from Punta del Este to Marrakesh

Annual growth of world merchandise trade and output



## US farm interests fire warning shot

By Nancy Dunne in Washington



Lobbyists for US agriculture interests have warned President Bill Clinton that the administration must drop proposals to lower farm spending or they will withdraw their support for congressional passage of the Uruguay Round implementing legislation. Twenty-one groups, which expressed their displeasure in a letter to the president, have been among the strongest supporters of the Round. They include the American Farm Bureau, the American Meat Institute, the National Association of Wheat Growers, and the National Pork Producers Council.

Their threatened opposition is the latest in a series of difficulties confronting the administration in its struggle to have the legislation approved this year. The biggest obstacle lies in finding an estimated \$13bn over the next five years to

compensate for the loss of tariff revenue in the US budget.

It is proposals to raise the billions through cuts in agriculture programmes which have the farm groups up in arms. They had been assured that the final Gatt deal would not require further reductions beyond those already made in domestic income and price-support programmes.

They are urging the president to shift current funding from programmes either reduced or not allowed by the Gatt to those which are allowed, such as market promotion, export credit and food aid schemes. "Unless these concerns are addressed, it is hard to envision how US agriculture stands to gain as a result of the new Gatt agreement," they said.

Large exporters, such as IBM and Caterpillar, are also worried about the implementing legislation. They say proposals by the labour/industry coalition Licit will undermine the spirit of dumping law improvements negotiated in Geneva.

US companies are already being hit with the largest number of dumping cases worldwide, according to Mr Thomas

Gann of Sun Microsystems. He and other exporters say they do not want the dumping laws eviscerated.

"But what is going to happen if other countries further copy our dumping rules?" he said. "This scares computer companies, because we have to go internationally to compete."

Licit is just as worried that the pact will dilute US trade laws. "In virtually every area, current US law provides domestic industry with greater remedies against injurious unfair trade than will exist under the new Uruguay Round regime," it said recently.

Labour groups see the failure of Gatt members to agree to a standing committee on labour rules as confirmation that the global trade body agrees rules purely for the benefit of the giant multinationals.

At a public hearing on international child labour this week, 112 Nobel laureates announced plans to publicise the issue in the US, the European Union and international organisations, including Gatt, to find effective approaches to curb child labour and other forms of child exploitation.



Gatt director-general Peter Sutherland welcomes Mr Tsutomu Hata, Japan's foreign minister, to the conference yesterday

## EU impatience over US-Japan trade row

Sir Leon Brittan talks to Guy de Jonquières

Sir Leon Brittan, the European trade commissioner, warned yesterday that he would not wait much longer for the US to pursue his proposal to involve the EU in its talks with Tokyo on reducing the Japanese trade surplus.

He said in an interview that he would decide in the next few weeks whether the trilateral proposal had any future. That would depend partly on whether the Clinton administration met EU requests to clarify the fundamental objectives of its trade policy towards Japan.

He also said that Mr Mickey Kantor, US trade representative, had assured him this week for the first time that Washington accepted that the Uruguay Round world trade deal would substantially reduce US scope to impose unilateral sanctions on other countries under its Super-301 trade provisions.

Sir Leon called the assurance "of very great significance". However, he said that US insistence that it could still legally use Super-301 in some circum-

stances was "objectionable and unfortunate".

He was speaking ahead of meetings at this week's ministerial conference of the General Agreement on Tariffs and Trade between Mr Tsutomu Hata, Japan's foreign minister, Mr Kantor and US Vice-President Al Gore. Mr Kantor had not told him what issues he planned to raise with Mr Hata.

Sir Leon, who first suggested a trilateral initiative to tackle Japan's trade surplus earlier this year, said he wanted to resolve the matter quickly because his personal credibility was at stake. "I do not see that there is any useful purpose served by keeping it up in the air," he said.

He expressed impatience at the US failure to explain clearly what it wanted from Japan. Mr Kantor had promised - but failed - to give Brussels US papers prepared for the abortive meeting in February between President Bill Clinton and Mr Morihiro Hosokawa, then Japan's prime minister. The EU planned another effort to discover US intentions soon. If the trilateral proposal

proved unworkable, the EU would feel free to criticise the US publicly on issues such as attempts to set targets for a cut in Japan's bilateral surplus in specific sectors. Sir Leon said such targets were "very dangerous" and threatened EU interests.

Sir Leon also cast doubt on the prospects for an EU agreeing with the US to free trade in telecommunications "equipment". The two sides plan further talks after failing to conclude a deal as part of a package of bilateral measures to liberalise public procurement agreed on Wednesday.

He said he was "not really focusing" on telecommunications markets, which were mainly of interest to the US. "I regarded the whole telecommunications issue as an obstacle rather than an opportunity [in the public procurement talks]," he said.

However, he said the procurement deal - which he had not previously thought possible - showed that the two sides could settle bilateral disputes.

## Cairns Group to stay in business

By Frances Williams in Marrakesh

The Cairns Group of farm product exporters is to stay in being, to continue the push for agricultural trade reform, Mr Bob McMullan, Australia's trade minister, announced in Marrakesh yesterday.

The 14-strong group, chaired by Australia, was set up just before the Uruguay Round of global trade talks began in 1986

in order to lobby for reductions in trade-distorting farm subsidies.

Its other members are New Zealand, Canada, Brazil, Chile, Argentina, Thailand, Uruguay, Colombia, Indonesia, Malaysia, Fiji, Hungary and the Philippines.

The Uruguay Round deal involves cuts of a third in agricultural export subsidies and a fifth in domestic farm supports over

six years. Further negotiations are planned before that period is up to reduce subsidies further.

Separately, US and Canadian ministers failed to resolve a dispute over Canadian wheat exports to the US. Negotiators said the talks would resume late last night or today in an attempt to reach agreement before an April 22 deadline for US sanctions.

## Rivals for Geneva as WTO site

Among the unresolved issues at this week's meeting is the delicate question of the location of the headquarters of the new World Trade Organisation, the larger and grander body which will succeed the General Agreement on Tariffs and Trade next year.

It had been widely thought until recently that the WTO would be sited in Geneva, home of the Gatt secretariat. Indeed, Gatt has already begun preparing for its metamorphosis by opening negotiations to take over the remainder of its lakeside headquarters building after it is vacated by the UN High Commissioner for Refugees later this year.

However, there could yet be a surprise. The question of the site was raised this week at a meeting of ministers from the "Quad" powers - the US, the European Union, Japan and Canada - and rumours are circulating that

## MARRAKESH DIARY

By Guy de Jonquières

Stockholm is ready to offer itself as an alternative candidate.

It all looks like an elaborate game of bluff. Says a senior official who attended the Quad talks: "We'd like to go to Geneva, but it's a question of bargaining the terms with the Swiss. We are trying to tell them that if they're going to be unreasonable, then we'll go somewhere else."

Yesterday, Mr Günter Rexrodt, German economics minister, stirred the pot further by announcing that, as soon as he got home, he would ask his cabinet colleagues to propose Bonn as the headquarters.

No doubt Switzerland will get the message. After all, no self-respecting country would want to be accused of gouging rent out of an organisation,

a third of whose members are classified as the world's poorest countries.

No such sense of frugality prevails in Marrakesh, where representatives of several developing countries are among the guests at the magnificent Hotel Mammounia. A favourite holiday haunt of Winston Churchill, who painted in its gardens, the Mammounia's main rooms are an eye-catching exercise in 1920s Islamic art deco.

The accommodation is no less exotic. Sir Leon Brittan's suite, for instance, is an Arabian Nights fantasy of mirrors and mosaic. The overall effect is of an oriental courtesan's boudoir. It is

rather spoiled, however, by a chiming doorbell which would seem more at home in suburban Essex. "I think it's ghastly," said Brittan, grinning as the chiming announced the arrival of another delegation at his door.

Speaking of boudoirs, first prize for journalistic enterprise - and the week's most intriguing story - goes to Reuters. One of its intrepid correspondents bearded Mr Tsutomu Hata, Japan's foreign minister, at his hotel yesterday and reported that he had just breakfasted with his former masseuse, now employed by Morocco's royal household.

What can this mean? And what will it do for Mr Hata's prospects of becoming his country's next prime minister when the news gets back to Japan? I think we should be told. ...

## Asea Brown Boveri wins \$1bn Malaysia power deal

By Andrew Baxter

Asea Brown Boveri, Europe's largest electrical engineering group, has won a \$1bn contract to build a turnkey 1300MW combined-cycle power plant at Lumut in the Malaysian province of Perak.

The contract is believed to be the largest awarded to power suppliers worldwide in recent months, and underlines the importance of the fast-growing Malaysian market for power equipment, due to the country's strong economic performance.

It comes six weeks after Malaysia imposed a ban on UK companies bidding for public

contracts in protest at reports in the UK media of corruption. The ban was a blow to UK power equipment suppliers and contractors such as Rolls-Royce and John Brown, although contractors have been hoping they could still win orders from private customers.

The Lumut order was placed by Sikap Energy Ventures, a Malaysian independent power producer. There were no rival UK bidders to ABB.

The gas-fired plant will be Malaysia's largest combined-cycle power station, and ABB said it would supply about 11 per cent of the country's electricity needs.

Construction will begin immediately and the first stage of the project is due to be operating by July 1996, with the rest ready by July 1997.

The station will be equipped with six ABB gas turbines, two steam turbines and eight associated electrical generators. It will incorporate ABB's low-NOx burners to produce high fuel efficiency with low emissions.

Earlier this week, Westinghouse Electric of the US announced a contract worth more than \$100m from Korea Electric Power for power generation equipment at a 300MW power plant to be built at Iisan, South Korea.

## Digital VCR standards agreed

Fifty American, European and Asian companies agreed yesterday on technical standards for home digital video cassette recorders, which provide better picture quality and cleaner copies of tapes, AP reports from Tokyo.

The agreement means average consumers could be able to buy a digital VCR as soon as early next year, industry officials said.

A conference in Tokyo that included the leading Japanese makers announced standards for VCRs used with conventional televisions and for those used with Japan's high-definition TV system, called Hi-Vision.



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## Jungheinrich buys Steinbock Boss

By Andrew Baxter

Jungheinrich, the lift truck producer based in Hamburg, last night emerged as the leading contender to buy the UK operations of its rival Lancer Boss after clinching a deal to buy Steinbock, the British company's German unit.

The purchase, a day earlier than expected, comes less than a week after Steinbock Boss' German banking group, led by Bayerische Hypo-Bank, withdrew facilities from the company, prompting directors to call in a receiver.

This, in turn, forced Lancer Boss to call in administrative receivers to its UK operations based in Bedfordshire, north of London.

Last night Sir Neville Bowman-Shaw, chairman of Lancer Boss before the receivership, said Jungheinrich's purchase of Steinbock Boss put it in "pole position" to buy Lancer Boss' UK operations.

"I am glad that the anxiety has been taken away for the workers at Steinbock," he said. "I hope there is a speedy conclusion on this side now."

The deal means that a bid from a UK company, that was conditional on buying both the

UK and German parts of the collapsed group, has now lapsed.

Mr Allan Griffiths, partner at Grant Thornton and one of the administrative receivers for the UK operations, said that "given the new situation, and the close synergy between the Lancer Boss and Steinbock Boss, we will be looking forward to discussions with the directors of Jungheinrich on future co-operation between the two companies."

Throughout this week Mr Griffiths has been trying to win the co-operation of the German receiver, Mr Werner Folger, because he believed that the group was worth more if the UK and German units were sold together.

But there has been some frustration in the UK at the speed of events in Germany. The German banks have been keen to see Steinbock Boss sold to Jungheinrich as quickly as possible.

There has been considerable interest in Lancer Boss from potential bidders, but very few actual bids because would-be buyers have been given so little time.

Speaking before the pur-

chase of Steinbock Boss was known, Mr Griffiths said the case differed from other British receiverships where a short list could be drawn up of buyers, who would have time to conduct their own "due diligence" examinations.

Terms for the purchase of Steinbock Boss were not disclosed. But Jungheinrich said the "rapid and unburdened" sale of the company was necessary to overcome uncertainty among dealers and customers ahead of next week's important Hannover Fair.

It said a quick deal was possible because the German banking group had made a "concrete financial contribution" to secure Steinbock's plant at Moosburg and the workers' jobs. It employs about 800 people.

Mr Klaus Schenk, managing director of Manchester-based Jungheinrich (GB), said the takeover of Steinbock Boss would put it on a healthy financial basis. There was some overlap on product ranges, but in most cases they complemented each other well.

He added that talks with Grant Thornton, on a possible purchase of the UK operations, would continue.

## Tories face warning on tax

By Philip Stephens, Political Editor

The Treasury has fired the first shots in this year's public spending battle with a warning there will be no room for tax cuts before the general election unless ministers rein back a threatened overshoot in budgets.

The cabinet's RDX spending committee was reconvened this week by Mr Kenneth Clarke, the chancellor of the exchequer, to be told that recent spending trends are already jeopardising the targets.

Mr Michael Portillo, the chief secretary, meanwhile has told cabinet colleagues to provide detailed analyses of the impact

on their programmes of reductions in their cash budgets of 2.5 per cent and 5 per cent.

Amid alarm in Whitehall over an apparent failure to curb the growth in social security spending, senior ministers believe existing targets will only be met through a further clampdown on public sector pay.

But some spending departments are treating the Treasury's warning as a predictable pre-emptive strike ahead of figures next week which are expected to show that public borrowing substantially under shot £50bn predicted for last year. Mr Clarke is determined that lower-than-expected borrowing should not provide an

excuse for a relaxation of spending controls. The Treasury is also concerned that Mr John Major's precarious political position has led the prime minister to come down on the side of the spending departments in recent battles over new commitments.

But Mr Portillo's fundamental review of underlying spending trends is in turn coming under fire for failing to deliver the large medium-term savings he promised last year.

Mr Clarke reconvened the RDX cabinet committee several weeks earlier than expected in an effort to push through quickly endorsement by the full cabinet of another tough spending round.

## Exports to EU cut trade gap

By Graham Bowley

Britain's trade gap narrowed sharply in January, due to a fall in imports and a surge in exports to the European Union, official figures issued yesterday show.

The Central Statistical Office said the UK's visible deficit narrowed to a seasonally adjusted £316m in January, from £1.57bn in December. Commentators were expecting a deficit of £1.31bn.

Britain had its best trade

performance with the EU since August 1993, reporting a deficit of £128m compared with £903m in December.

Exports increased to £10.42bn in January, from £9.96bn in December. Imports fell to £11.33bn in January, compared with £11.53bn in December.

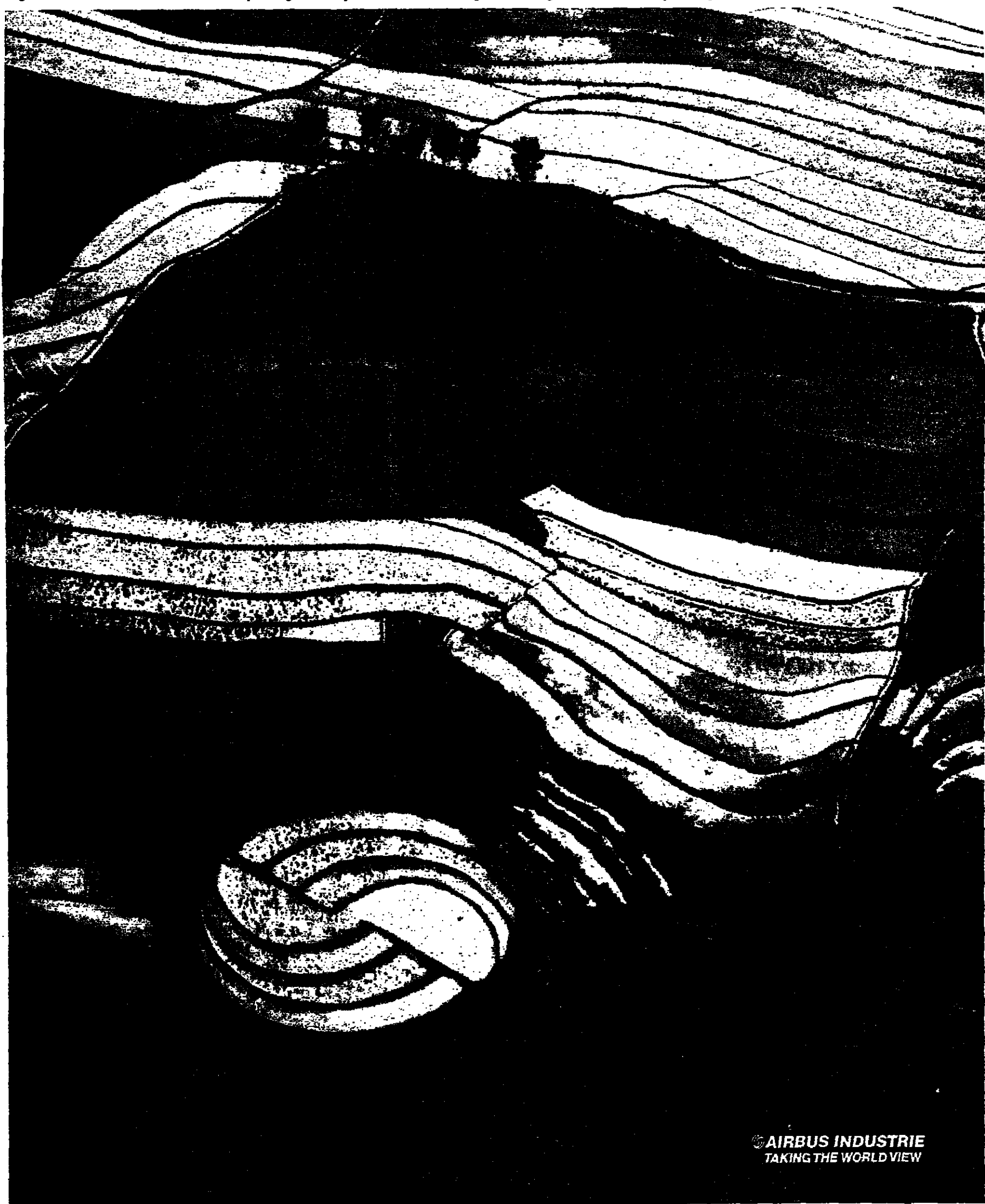
However, in the three months to January, a more reliable indicator of the trend, total exports fell by 3 per cent compared with the previous three months and the balance widened.

Mr Simon Briscoe, UK economist at SG Warburg Securities, said: "Although this sharp correction in January provides some good news and considerable relief after the bad news in previous months, the trend is still worrying."

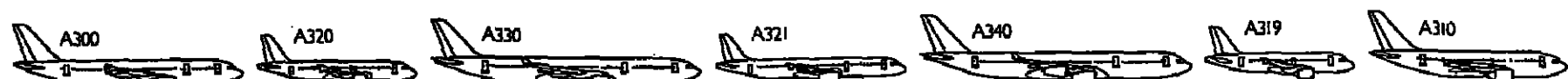
The Central Statistical Office's figures suggest that one reason for the UK's poor long-term export performance is that manufacturers are continuing to protect their export margins by raising their prices.

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The head of the smallest political party in the Commons was yesterday elected chairman of the new Northern Ireland select committee. Sir James Kilfedder, leader and only MP of the Ulster Popular Unionist party, is a committed unionist, and is anxious for the committee to be seen as a step towards a new Ulster assembly. The committee has 13 members - six of them from the ruling Conservative party. Sir James has the casting vote. It was set up in response to pressure from unionist MPs.

### Britain in brief



#### Tory party truce plan on ERM

The government yesterday set out the terms for a truce between the Conservative party's pro-Europeans and its Euro-sceptics on Britain's attitude to the European exchange rate mechanism.

In a series of carefully crafted phrases approved by the prime minister, foreign secretary and chancellor of the exchequer, it declared that Britain would not consider re-entry to the ERM in the foreseeable future.

But the formulation, published in a policy document setting out the Conservatives' approach to European economic policy in June's elections to the European parliament, left open the door for a change of heart after the next general election.

#### Brussels warns on bird habitat

Work on the Cardiff Bay barrage on the coast of South Wales must not start until assurances are given that more will be done to compensate for the loss of bird habitat, the European commission has told the UK government.

The 1.1km barrage, approved by parliament last November, will replace tidal mudflats with a 500-acre freshwater lake intended to stimulate commercial development around the Welsh capital's waterfront.

The bird species most affected will be dunlin and redshank, which are in declining numbers in Britain.

#### BA intensifies air fare war

British Airways intensified the air fares war it sparked three weeks ago by launching a second package of bargain fares covering virtually its entire UK domestic and European networks.

The fare cuts of up to a half will involve more than 200 routes and will be available from today until May 6 for travel up to the end of June.

Fares on BA's domestic trunk routes are being cut by a quarter with return flights between London and Aberdeen, Belfast, Edinburgh, Glasgow, Inverness, Jersey, Newquay, Newcastle and

Plymouth costing £70. Return fares between London and Manchester and on a number of internal Scottish routes have been cut to £50.

#### Old coal mines polluting rivers

At least 200km of rivers in England and Wales are polluted by leaks from abandoned coal mines, the National Rivers Authority, the water quality watchdog, said.

Uncertainty over liability for this pollution needs to be settled before the privatisation of British Coal takes place, according to Lord Crickhowell, the National Rivers Authority chairman.

A decade ago British Coal had 170 mines, but it now operates only 17. In the past year it has stopped mining at over 30 pits. However it has continued pumping out water at some pits to prevent them filling up and leaking acidic and coloured liquid into rivers and water tables.

#### Regulatory reform opposed

Sir Bryan Carsberg, director-general of fair trading, has come out strongly against overhauling the system of utility regulation, warning of the "private agendas" of those calling for change.

Sir Bryan advised the government to be "cautious" about change. "Although not perfect, the achievements of the current system have been substantial." In addition to the prospect of private agendas coming to the fore, Sir Bryan warned of the danger that reform would politicise the regulatory process.

"The great strength of the present system is the removal of politicians from the regime, [whose involvement] had pretty disastrous consequences in the past," he said, referring to the detailed involvement of ministers in the management of the utilities when they were nationalised.

#### DTI to sell off laboratories

The Department of Trade and Industry announced it would be privatising two of its core research laboratories and placing a third under private management next year.

Mr Michael Heseltine, trade and industry secretary, said in a written answer to parliament that a review carried out with KPMG Peat Marwick had concluded that the laboratories would have greater flexibility if they were operating within the private sector.



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## EU court gives job code broad remit

By Robert Fico,  
Legal Correspondent

The contracting-out of services performed by just one employee is covered by European Union employment protection rules, the European Court of Justice ruled yesterday.

The Luxembourg Court's ruling that the European Acquired Rights Directive can apply to the contracting-out of cleaning services performed by one employee, has significant implications for the UK government's policy on the contracting-out of public-sector services.

The directive, which was translated into UK law by the Transfer of Undertakings (Protection of Employment) Regulations 1981, known by the acronym TUPE, protects the jobs and conditions of employees when the undertaking they work for changes hands.

Confusion over whether TUPE applies to contracting-out has cast doubt on the government's compulsory competitive

tendering and market-testing programmes.

Employment lawyers said yesterday the Court's confirmation that the directive was capable of very broad application would be a severe disappointment to contractors and the UK government which had intervened in the case, which involved a German bank, to argue that it did not apply.

Ms Melanie Tetlow, a partner of City solicitors Norton Rose, said the Court appeared to have pushed the frontiers of the directive further forward by ruling that all that was needed for it to apply was that the contractor was carrying out the same type of work as that performed before the transfer.

The Court rejected the argument advanced by the UK and German governments that for the directive to apply there had to be a transfer of assets to the contractor.

The Luxembourg Court's approach was in marked contrast to the position taken recently by the English

Employment Appeal Tribunal, she said.

Last August the EAT ruled that TUPE did not apply when the contract for cleaning Orsett Hospital in Essex, east of London, came to an end and a new contract was awarded to a different contractor.

The tribunal said something more was required to constitute a transfer than simply that the same activity was being carried out at the same place.

The appeal in the Orsett Hospital case is due to be heard by the Court of Appeal at the end of this month.

European Union social policy should concentrate on disseminating best practice across the EU "rather than choking off job creation and hindering EU competitiveness", according to the UK government's formal response to the European Commission's green paper on social policy. The paper, published last year, should not form the basis of a new round of social legislation, says the UK response.



Mr. Willem van der Werf, of Peabody Trust housing association, which manages 26,000 properties, around the Camberwell Green estate in south London. The group visited the Gateway Project for young homeless and discussed possible joint ventures in London.

## Tougher code on discount air tickets

By Paul Betts,  
Aerospace Correspondent

The Civil Aviation Authority yesterday announced tougher rules for travel agents selling discounted scheduled airline tickets and cheap air holidays to provide greater protection for consumers should the agent or tour operator fail.

Under the new guidelines, the CAA will prosecute cheap ticket consolidators and agents who sell discounted tickets without an Air Travel Organisers' Licence (Atol).

Discounted scheduled air tickets are usually sold by consolidators who sell them directly to consumers or through sub-agents.

The new CAA guidelines stress that unless airlines have authorised agents to take money on their behalf and provide customers with a flight or a refund if an agent fails before the ticket is issued, the sale must be covered by an Atol. "From our discussions with airlines we believe very few airlines have a comprehensive agency agreement with their consolidators," said Mrs Helen Simpson, the CAA's head of licensing and finance.

"From now on we will assume that all consolidators must hold an Atol to cover their sales to the public unless they can prove otherwise," she added. The Atol scheme, introduced in 1973, protects travellers from losing their money or being stranded abroad if their tour operator fails. Tour operators holding an Atol are examined every year by the CAA to ensure they are properly managed and financially sound.

Before receiving a licence, the tour operator also has to lodge a bond or financial guarantee. The CAA uses this bond money to refund consumers or pay for people to continue their holiday and travel home as planned should the operator go bankrupt.

The CAA said that 128,000 consumers received refunds during the year ended March 1993 following the failure of their tour operators.

## Published minutes reveal tussle over monetary policy

UK strips back another layer of secrecy surrounding economic management, report Peter Norman and Philip Coggan

The decision of Mr Kenneth Clarke, chancellor of the exchequer, to publish the minutes of his monthly meetings with Mr Eddie George, governor of the Bank of England, removes another layer of secrecy from British monetary policy.

The move marks a further step towards greater openness and brings the UK broadly into line with US practice. It also revealed differences of opinion in recent months over interest rate cuts and the health of economic recovery.

For institutions which have prided themselves on secrecy throughout their history, the record of the meetings between the Treasury and the Bank of England are remarkable for their candour.

The minutes of the February meeting, in particular, clearly

show the extent of the disagreement between the chancellor of the exchequer and Mr George. The governor opened discussions in February by arguing that economic evidence published since the January meeting had "weakened rather than strengthened the case for an immediate rate cut". He said the most likely projection was that economic growth would pick up "to perhaps 3 per cent" and it would be safer to wait for more evidence of the effects of the tax increases before acting.

"To cut rates now in advance of this evidence would run a risk of higher inflation and some loss of credibility," and the governor "strongly advised against" a cut. The chancellor's said that "advice was erring excessively on the side of caution". He said he had been

"more inclined to cut interest rates last month, and in his view the case for a cut had become stronger since then". "With a significant fiscal tightening in prospect and considerable spare capacity in the economy," Mr Clarke said he "saw little risk of an increase in inflation". The minutes record that "he was inclined to take the opportunity to cut rates from their present relatively high levels".

A summary of their discussion made the point that "there was a danger that an interest rate cut now would be interpreted as being influenced by political considerations". That is exactly what had happened, as the eventual cut coincided with newspaper headlines about the death of Tory MP Mr Stephen Milligan.

Nevertheless, the governor

did agree, on the second day of the meeting, to a quarter of a percentage point, rather than a half point cut, although the minutes record his parting shot that "his concern stemmed from experience that it would be difficult to restrain inflation if it started to rise".

However, Mr Clarke did get his way in the end which shows that, in spite of the Bank's pretensions towards independence, the Treasury is still firmly in charge of monetary policy.

What the minutes also show is that the governor has been consistently much more optimistic about the UK's growth prospects than has the chancellor. In the February meeting, for example, while the governor talked of possible 3 per

cent GDP growth, ahead of the official forecast, the chancellor spoke of "a significant risk that the fiscal measures would slow down the recovery".

Mr Clarke's utterances in the monthly meetings seem less upbeat than his more public statements on the economy. In March, he said that "anecdotal evidence did not suggest that activity was growing strongly".

In February, referring to the fall in unemployment, for example, he said that "much of the employment created so far had been in part-time jobs".

On top of the February disagreement, there were also signs of a difference in views in the January meeting.

The chancellor then said that "the objective case for a further ½ per cent cut in rates was quite strong" but the governor argued that "the risk

associated with cutting interest rates now was greater than the risk associated with waiting". On that occasion, the chancellor agreed to do nothing.

A greater measure of unanimity was achieved at the March meeting, the minutes of which reveal that there is, as yet, no sign of any intention to raise base rates, as was feared by some commentators in the City of London.

The chancellor said in March that "it would be appropriate to consider a further reduction in interest rates if indicators subsequently suggested that activity was subdued and inflationary pressures remained under firm control".

The governor said "there would be a case for a further easing of interest rates if the evidence suggested that activ-

ity was slowing", although he concluded that "at this stage there was insufficient evidence to warrant a cut".

A further meeting between the pair was held on March 30, and minutes will not be published until May 18.

The chancellor's stated aim in publishing yesterday the minutes of his monthly meetings with the governor of the Bank of England is to promote accountability and transparency in the operation of monetary policy.

Transparency has certainly been achieved, but the cost may yet be high. Financial markets rarely like to see open disagreement between government policy-makers and there may come a time when the published minutes lead to a sharp, and unfavourable, market reaction.

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☐ 2 25-34

☐ 3 35-44

☐ 4 45-54

☐ 5 55-64

☐ 6 65+

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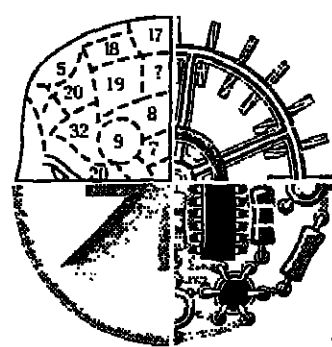
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## TECHNOLOGY

Worth Watching · Della Bradshaw



## Two checkouts for the price of one

Supermarkets which want to speed up the movement of customers through the checkouts, and cut costs into the bargain, are being offered an automatic scanning system which enables one operator to serve two customers simultaneously without an increase in shoplifting.

The systems, developed by Potrafke, of Hattungen, Germany, consist of two parallel conveyor lanes with a cashier seated in between. The customer places the goods on the belt and they pass through a perspex covered tunnel where they are scanned. A carousel, synchronised to the conveyor, then carries away the goods so that the shopper can pack them while the next customer is using the conveyor.

Potrafke, Germany, 233421003; UK, 0632 323794.

## Let's drink to plastic shoes

The ubiquitous plastic fizzy drinks bottle has been given a new life – as the uppers in the latest casual shoes.

One of America's biggest shoe makers, Bass, of Portland, Maine, has recycled the bottles into polyester fibres which are then woven into the fabric for men's and ladies' shoes. The bottles are ground down into crystals, then made into a flax and woven into a yarn. The dyes used to colour the fibres are biodegradable.

Bass, US, 207 791 4320; UK, 0664 62476.

## A better display from liquid crystals

Today's portable computers with flat liquid crystal displays need the screens to be lit from behind in order for text and graphics

to be visible. One of the big drawbacks is that this drains the limited battery power.

Now the Japanese electronics company Sharp has combined several technologies to produce a prototype thin film transistor screen which does not require a backlight.

Each of the picture elements, or pixels, which make up the screen is coated with an organic dielectric film which is highly reflective. Filters in cyan and red are also incorporated in the screen to help make the text clearer.

Sharp, Japan, 06 625 3007.

## Getting a peep at rare books

Some of the world's rarest books and documents are stored in the Vatican Library. But every year only about 2,000 scholars are allowed access to the 150,000 manuscripts and 2m books.

To bring the works of art to the attention of a wider audience, the Vatican Library has teamed up with the Pontifical Catholic University of Rio de Janeiro and computer maker IBM to examine the creation of a database so that images of the manuscripts can be displayed on PC screens internationally. The images could be stored on CD-Rom or distributed across networks.

The pilot project will examine the feasibility of creating a high-resolution database from such fragile volumes.

Vatican, Italy, 66932.

## Computer becomes a piano teacher

Would-be pianists for whom lessons still involve practising scales may soon be relieved of the boredom with colour, sound and action software which teaches the piano for a fraction of the cost of a human teacher.

The £109 Musicware Piano Course One gives pianists the equivalent of a year's music lessons, from the basics to playing with both hands, reading music and so on.

Developed in Redmond, Washington, by Musicware Piano, and distributed in Europe by Et Cetera, of Lancashire, the software can be used by anyone with a Windows PC, keyboard and sound card.

Musicware, US, 206 881 9797; Et Cetera, UK, 0706 228039.

Fuel cells are set to become the power source of the future, reports Andrew Fisher

## Milestone on the road

They have been used in space travel and on the moon, in submarines and small power stations. Invented more than 150 years ago, they have recently been heralded as an answer to some of the world's most severe environmental problems and as the power-generating technology of the future.

So why have fuel cells – which produce electricity without serious pollution of the atmosphere – remained mostly in the laboratory and failed to make any impact on the commercial market? The answer lies not so much in the technology itself, as in the cost of the process and the cumbersome nature of the equipment needed.

Yet this week, in its austere white research headquarters near Ulm in south Germany, Daimler-Benz demonstrated that it was well on the way to solving these problems. Germany's largest industrial concern showed off a white van packed full of pipes, valves and cables and with a big yellow cylinder for the hydrogen used to produce energy by reacting with oxygen from the air.

Daimler-Benz's chairman, Edzard Reuter, keen to show that the industrial group's expensive diversification into electronics, aerospace and other non-motor sectors was producing results, spoke enthusiastically of a "milestone on the road to ecological mobility". Hartmut Weule, research and technology director, said: "We are at the very beginning of a new phase of technology, comparable with the days when Gottlieb Daimler and Karl Benz were constructing their first vehicles powered by internal combustion engines."

But Weule was careful not to get carried away by this grand historical analogy. Much work remained to be done before fuel cell vehicles could be brought to the series production stage, he said. Daimler was also working to perfect further the internal combustion and diesel engines on which the fortunes of its Mercedes-Benz car and truck subsidiary still depend.

Weule left no doubt, however, of Daimler's determination to succeed in the technology of fuel cells, in which the group says it is ahead of automotive rivals such as General Motors of the US and Mazda of Japan. "We do not intend to wait until our Japanese or American competitors gain the upper hand in technology," he said. Already, the



Precious cargo: Nacar's propulsion system emits no harmful exhaust gases and less carbon dioxide than conventional engines

group – including AEG (electronics and energy generation), Dornier (aerospace and materials) and Deutsche Aerospace – has spent more than DM100m (\$40m) on research into fuel cell technology.

The electric transporter van, shown off for the first time in Ulm on Wednesday, certainly does not look revolutionary. Inside, though, it contains the elements of a technological advance which enables Daimler to claim that it is the first motor company in Europe, and

probably the world, to develop a fully working vehicle powered by fuel cells. Called Nacar (new electric car), it has a more efficient propulsion system than any other type used in the industry while producing no harmful exhaust gases and far less carbon dioxide than emitted by conventional engines.

The energy conversion efficiency achieved by Daimler is up to 30 per cent compared with up to 20 per cent in internal combustion engines. Fuel cells, which work at

low temperatures and do not rely on the burning of fossil fuels, produce no oxides of nitrogen or sulphur (the causes of acid rain), need no batteries which would have to be recharged or recycled and can obtain hydrogen from such different fuels as natural gas, methanol, biomass gas, methane and other gases.

With all these advantages, it is not surprising that research into fuel cells is taken seriously in the US and Japan, both of which have costly national programmes aimed

at making the technology viable for transport and power generation.

A German project group, including Daimler, Siemens, the electrical and electronics group, the chemical industry and the federal research ministry, has just been set up to keep the country in the forefront of fuel cell developments. Weule would also like to see greater interest at European Union level – "they should be more active in Brussels".

To develop its fuel cell-powered vehicle, Daimler went into partnership with Ballard Power Systems, a Canadian specialist in this technology. Ballard has installed fuel cells in a bus in Vancouver and is working to extend its range and reduce its weight. Firuz Rasul, Ballard's president, is in no doubt that Daimler has taken fuel cell technology a considerable way towards commercial viability, despite the remaining problems. "This demonstration shows that it's here, it's real and the trick is to get the cost down."

Cost and weight are the big hurdles still to be overcome. Weule reckons the present cost of some DM10,000 for each kW of electricity needs to come down by a factor of at least 50, to around DM200 or less, before fuel cells can be installed in vehicles for private customers. This could take 10 or 20 years. Rasul, speaking from close knowledge of California's tough new pollution laws, which stipulate 10 per cent of cars should be zero-emission producing in 2003, is more optimistic. "I would say less than 10 years."

Rasul believes industry and governments are now waking up to fuel cells' potential. "The market is pushing it now and there is a new interest from the auto players." Ballard's contribution to the Daimler vehicle was the proton exchange membrane fuel cell, a thin polymer foil coated with a catalyst material containing platinum; this encourages hydrogen to ionise and react with oxygen to produce the electricity.

Weule says Daimler's electric vehicle will in future use widely available methanol to obtain the hydrogen instead of a pressurised gas cylinder. In a few years' time, Daimler aims to develop a fuel cell drive system far smaller than that in its Nacar. Success would be a further step towards fulfilling Weule's belief that fuel cells will be "the propulsion technology of the next century".

## Getting there by fuel cell

Just over 10 years ago, Ballard Power Systems took a second look at an all but abandoned technology. Now the Canadian company which is working with Daimler-Benz appears on the verge of a breakthrough in the efficient use of clean, abundant energy from fuel cells. It has attracted attention with the improvements it has made to a proton exchange membrane fuel cell pioneered by General Electric of the US.

Paul Howard, Ballard's vice-president, says the GE system (developed for the space programme) had been seen as too heavy, finicky and expensive. But in 1983, Ballard received a Canadian military contract for the fuel cells which produce electricity directly from oxygen and hydrogen without

combustion.

They work with a polymer membrane as the electrolyte between two thin layers of platinum catalyst. These are sandwiched between two carbon electrodes.

When hydrogen is piped next to one electrode and oxygen next to the other, a reaction occurs in the electrolyte, producing the electricity, heat and water.

Ballard improved the GE technology and by 1987 was ready to produce its first-generation 5 kW fuel cell, a series of electrodes, catalysts and plastic membranes bolted together, weighing 50 kg. An array of 24 similar cells, linked to an electric motor, powers its first test vehicle, a bus. This first generation of fuel cells has been sold to motor companies, including

Daimler-Benz, for evaluation.

The next cells will generate more than twice as much power. In 1998, Ballard, working with Johnson Matthey of the UK to reduce the amount of platinum catalyst, plans to market the third and commercially viable phase. The 25 kW fuel cells will drive a large bus with a range of 500 km. A fourth generation 50 kW cell is at least 10 years away.

"We need to get to the power-to-weight ratio of an internal combustion engine. Today, we're probably about five or 10 times away from that," says Howard. "Automobiles in the future are going to be driven by fuel cells. Batteries aren't going to get there."

Stephen Wisenthal

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# MANAGEMENT

## Learn your PLC

A first invitation to join the board of a listed company is an exciting opportunity for anyone in business. But the post carries additional responsibilities and increased duties as well as prestige.

That is why the UK's Institute of Directors - increasingly vocal this year on the subject of raising board standards - is today launching a new two-day course expressly devised for recently appointed and prospective directors of publicly quoted UK companies.

There are already numerous general courses on the UK market, including those run by the IOD, aimed at training company directors. John Harper, professional development director at the IOD, claims this is the first to address the special issues faced by listed company boards. He estimates that there are 15,000 to 20,000 directors of UK publicly quoted companies.

Capital markets and financing options, insider trading rules, shareholder value and dividend policy, investor relations and opinions, internal audits, board committees and preparing reports and accounts are just some of the subjects that will be covered on the course.

Joining The PLC Board has been developed by a team from the IOD, Henley and Ashridge management colleges, and Manchester Business School, with advice and input from several FTSE 100 companies. The two days, running from Thursday lunchtime to Saturday lunchtime, will be split into nine modules - each led by an experienced business or City figure and an academic.

The first of the three courses planned for 1994 - price £2,250 plus VAT for tuition, accommodation, course material and meals - will be held at Henley, starting June 16. The others are at Manchester in September and at Ashridge in November. Details from the Centre for Director Development, Institute of Directors, 116 Pall Mall, London SW1Y 5ED.

Tim Dickson

Last week British Petroleum learnt a lesson in how an annual general meeting can be hijacked over the emotive issue of executive incentives.

Reports of the had-tempered meeting will have been read with horror by other publicly-quoted companies which will shortly be asking their shareholders for permission to renew share option schemes.

On BP's agenda was a resolution extending a scheme for 500-600 managers. A similar item will be on the agenda of most company AGMs this year, as their existing 10-year schemes, introduced in 1984 to take advantage of tax breaks, formally expire. Since share options are the only part of a remuneration package on which investors have the right to vote, the occasion is being viewed by shareholders as a golden opportunity to exert an influence on the fraught question of executive pay.

BP executives say they knew in advance that questions on the issue would be raised from the floor. But Lord Ashburton, BP chairman, seemed taken aback by a barrage of complex questions and statements that flowed from a member of the UK Shareholders Association, which represents smaller investors.

The accusations came fast and furious:

- The lack of details on performance criteria meant BP was in violation of the Cadbury code of corporate governance and guidelines of institutional shareholders, such as those of the Association of British Insurers and the National Association of Pension Funds;
- The compensation committee of the board of directors was not independent enough;
- References to the scheme in the annual report had been misleading.

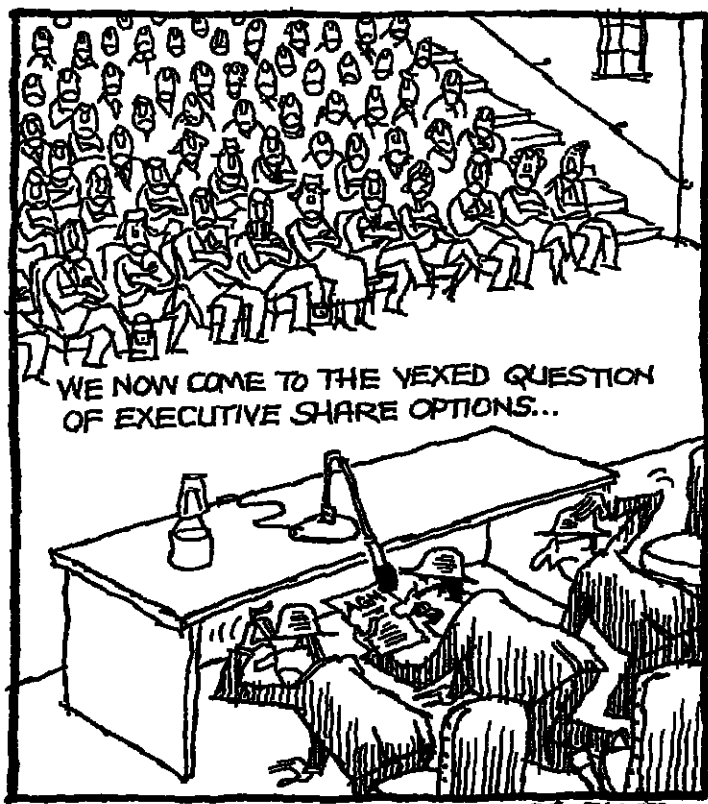
Lord Ashburton bravely tried to separate the various strands of questioning, but the share option scheme became hopelessly entangled with another incentive plan for BP's top 50 executives that was not on the agenda. His statement that the ABI had found "technical shortcomings" in the scheme's performance criteria signalled the end of the confrontation and a tactical retreat to the security of an overwhelmingly large block of proxy votes offered up by institutional shareholders.

As for the small shareholders sitting high above the fray in the lofty heights of London's Barbican theatre, they too seemed flummoxed by the confusion below. But shareholder sentiment, smarting from an extension of BP's frozen dividend, was not on the side of management.

Many of the allegations may have been misleading, half-truths or downright wrong, as BP officials later claimed. But they were received with rounds of applause,

Forthcoming AGMs are heading for conflict over executive incentives, say Lucy Kellaway and Robert Corzine

## Avoid the BP trap



and at least a third of those present voted against the resolution to extend the scheme.

BP's post-mortem of the day no doubt centred on how the executive incentive issue came to dominate what were otherwise generally positive proceedings on BP's rehabilitation from the dark days of two years ago, when Robert Horton's sudden departure from his twin posts of chairman and chief executive triggered a troubled period for the company.

The BP experience not only indicates that shareholders are baying for blood, but that there is much confusion on what constitutes an acceptable new options scheme.

"Companies had better make sure

they've got their acts together," warns Mark Anderson of New Bridge Street Consultants, specialists on executive pay.

Shareholders have been increasingly vociferous on the issue of options over the past two years in preparation for the season of mass renewal of the plans. After considerable disagreement among themselves, the ABI and the NAFV have decided they will only approve future schemes that contain a measure of performance.

The joint guidelines the two bodies issued last year stated that companies and their remuneration committees could choose the performance measure best suited to them. It was implicit in the recom-

mendation that shareholders, in order to make an informed vote on the scheme, would need to know precisely what that measure was.

BP was taken to task last week mainly because it failed to announce what its criteria are. However, the institutional investors were perfectly happy with its excuse.

The company argued that it was not yet ready to issue any options under the new scheme. It pointed out that fluctuations in oil prices and exchange rates made the two most common performance measures - share price and earnings - inappropriate. It said it was working on a complex measure of performance that compared its own return to shareholders against that of the other oil majors.

BP already uses this measure to reward its most senior people as part of an annual bonus, but at present the measure is calculated just once a year. If the measure is to be extended to share options it must be more flexible and the company is looking at ways of achieving this.

The ABI denies that in approving the options scheme last week, it was signing a blank cheque. BP has pledged that it will inform shareholders of the performance measure, which will have been thoroughly analysed by its own remuneration committee. The ABI reasons that although shareholders will not get the chance to vote, they could make life very embarrassing for the oil giant if its performance measure is inadequate.

Other companies, meanwhile, should have learnt the lesson. Most are likely to announce loud and clear their chosen performance criteria at the outset.

For most the choice of measure will be easier than it was for BP. Few other companies are in sectors homogenous enough to allow performance to be compared against their peers, so they are likely to choose more conventional measures. Moreover, few businesses are so at the mercy of commodity prices.

According to specialist pay consultants who are helping companies to finalise their new schemes, the most popular measure is likely to be earnings. Many will plump for a criterion that allows executives to exercise options if the company's earnings beat inflation by 2 per cent in three successive years.

Some are still dithering, waiting to see what sort of performance measures others go for before making a decision.

And a few companies have found the area so perplexing that they have decided to shelve the whole dreaded question of executive share options until next year.

## Paeon of praise in model guise

Christopher Lorenz reviews a new study of European management

European managers are subtle, socially responsible and humane, believe that maximum profit is not the primary aim of business, and consider it better to be shrewd and cunning than simply rational.

They are more adept than their American or Japanese counterparts at handling "diversity" - they benefit from cultural differences within their organisations and serve different market preferences around the world.

European chief executives are also more accomplished leaders than their American and Japanese peers, earning loyalty rather than imposing their will.

This remarkable paeon of praise for Europe's business community comes in a study published this week on behalf of the European Round Table of Industrialists, a lobby group of chairmen and chief executives from 40 large European multinationals including Volvo, Philips, Lafarge, Coppee, BSN, Hoechst, Solvay, Siemens and Unilever.

The study - published as a book\* co-authored by an American journalist and two respected continental European academics - is essentially an opinion survey of the ERT's members, plus a few Americans and Japanese. But it is presented as an emerging "European management model" - something that other European business people and academics have been trying for years to develop as an antidote to the dominant US model of ultra-rational, homogenous management styles and techniques.

As an obvious confidence-rebuilding exercise for demoralised European managers, the book has an upbeat tone. But its content is by no means entirely positive and nuggets of realistic criticism shine through.

● European companies pay a price for their social attitudes, in terms of lower flexibility and reduced economic effectiveness; ● They suffer from a fear of risk-taking and failure; ● European culture does not encourage people to

work in teams;

● The relative security of semi-regulated markets, plus Europeans' "fiery pride in their engineering prowess", has deterred companies from putting customers first, and from matching Japanese quality levels; ● Europeans are "handcapped" by their sophisticated world outlook that sees every country and culture as different and deserving of tailor-made treatment"; ● European companies must become much more adept at changing, and at living with uncertainty.

The study is at its most valuable when the academics set the executives' comments in the context of their own wider research.

For instance, they stress the difference between a monocultural "global strategy", as pursued by many US and most Japanese companies, and a "world outlook" which sees the globe as composed of interconnected but distinctive details.

Another prominent theme is the need to reconcile contradictory forces: global, regional and national strategies; social responsibility and profits; long-term planning and short-term flexibility; diversity and integration; leadership and team work; a balanced life and commitment to the company.

The trouble with that list - which the study claims is the foundation of its emerging "European management model" - is that it could have been drawn from the very source that the ERT so decries: a collection of US business school professors.

Yet that does not necessarily invalidate the study's conclusion that, provided they make the effort, Europeans should prove better than Americans or Japanese at managing these conflicting forces. Whether that will create a "renaissance of European management", as the ERT hopes, is quite another matter.

\*Euro Management, by Helen Bloom, Roland Calori and Philippe de Woot. Kogan Page. £3.99.

## FINANCIAL TIMES CONFERENCES

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The National Grid Company plc

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## BUSINESSES FOR SALE

### GREEK EXPORTS S.A. INVITATION

For expressions of interest in purchasing the assets of  
NEORION SHIPYARDS SYROS S.A.

Within the framework of the application of Law 2000/1991 in combination with article 23 of Law 2198/94, GREEK EXPORTS S.A., a subsidiary company of the HELLENIC INDUSTRIAL DEVELOPMENT BANK S.A. (E.T.B.A. S.A.) appointed as liquidator by decision No. 538/1992 of the First Civil Court of Appeal, intends to sell by means of the procedure of article 46a of Law 2000/1991, in combination with article 23 of Law 2198/94, the total assets of NEORION SHIPYARDS SYROS S.A.

NEORION SHIPYARDS SYROS S.A. was founded in 1991 and is engaged mainly in the building and repair of ships craft and other floating means. The Company's productive installations are situated on a self-owned plot of land at Ermoupolis, Syros. The net area of the Shipyard's installations is 27,391 m<sup>2</sup> and the area covered by the Shipyard's buildings is 19,284 m<sup>2</sup>.

Outside the Shipyard's installations and belonging to the Company are twenty six (26) buildings on the island of Syros totalling 50,202 m<sup>2</sup> of which the following are not included in the Shipyard's assets and will not be transferred to the highest bidder:

- The building of the old lazaretto with a total area of 3,015 m<sup>2</sup> and the old prison building of 668.5 m<sup>2</sup> in the Lazaretto district of the Municipality of Ermoupolis.
- The ruined building and plot totalling 2,680 m<sup>2</sup> the former carriage shot manufactory situated opposite the Vandakreio, within the Municipality of Ermoupolis.
- The building of the old Veissaropoulos factory totalling about five acreage which houses the company's Workers' Cooperative and is situated within the Municipality of Ermoupolis.

Also excepted from the transfer, in addition to the above, is the floating dock "AVLIS".

We note finally that the Company owns 386/1000 of the plot of land of 505.68 m<sup>2</sup> in Piraeus at 67 Akti Minoiti on which an apartment building has been built and of which the Company owns 1,592.71 m<sup>2</sup>.

### Procedure for the sale of the Company's assets

- Interested parties should submit a non-binding written expression of interest within twenty (20) calendar days from the publication of the present invitation.
  - Candidates for the purchase of the Company's assets, after undertaking in writing to maintain confidentiality, may receive the offering memorandum and have access to other information concerning the Company for sale (claims, reserves, other details concerning the Company's assets).
  - The announcement of a public auction for the highest bidder will be published within the time limits foreseen by the above-mentioned Law 2000/1991 in combination with the provisions of article 23 of Law 2198/1994 and in the same newspapers.
- Within the framework of this auction, interested buyers will submit bidding offers accompanied by a letter of guarantee in accordance with the terms of the announcement.
- IV. For any additional information, please apply to the telephone numbers: +30-1-324.3111 to 3115 and Fax: +30-1-323.9185

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## LEGAL NOTICES

The Rome Tribunal, in the proceedings initiated in 1986 by the heirs of Avv. Ercole Graziadei against the Italian law firm "ASSOCIAZIONE PROFESSIONALE STUDIO AVVOCATO ERCOLE GRAZIADEI" has decided with its provisional and immediately binding award n. 3222 of 28th February 1994 that the above mentioned law firm is inhibited from using the name "GRAZIADEI" in any form, such use being contrary to the law, and has placed the costs of the action on the said firm.

Rome, 25th March 1994

In the High Court of Justice No 001419 of 1994  
Chancery Division

IN THE MATTER OF  
PROMETHEUS LIMITED

and  
IN THE MATTER OF  
THE COMPANIES ACT 1985

NOTICE IS HEREBY GIVEN that the Order of the High Court of Justice (Chancery Division) dated the 30th March 1994 confirming the reduction of capital of the above named Company from £10,000,000 and US \$200,000,000 to £1,300,000 and US \$20,000,000 was registered by the Registrar of Companies on 30th March 1994.

Dated this 13th day of April 1994  
Clifford Chance  
200 Aldersgate Street  
London EC1A 4LL  
Solicitors for the Company

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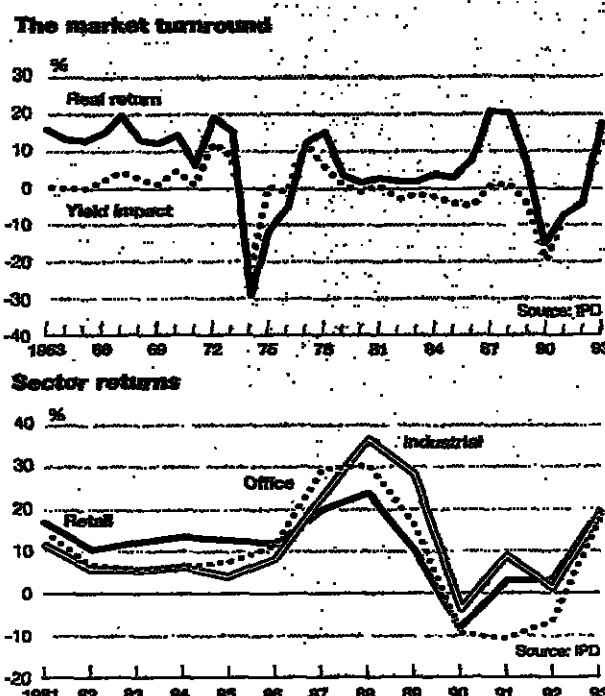
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## PROPERTY

## Happy returns

Vanessa Houlder on the reasons behind the improved investment outlook in the UK



The trend in property returns will be vulnerable to shocks in the gilt market

Returns in the UK property investment market posted their fastest recovery on record last year, according to the annual review of the sector by Investment Property Data-bank, a research group. Investment returns reached 18.1 per cent, a 22 percentage point improvement on the previous year.

After sinking so low, it is perhaps unsurprising that the investment market would rebound vigorously. But the factors driving this strong return are more complicated than first meet the eye.

The IPD report suggests that the recovery took place in spite of, not because of, the behaviour of two crucial components of the market: tenants and institutional investors. Although there was some improvement in demand from tenants, it was insufficient to stop the fall in rents, which dropped by an average 8 per cent over the year. Meanwhile, net institutional investment totalled just £468m last year, the lowest for 13 years.

Instead, the main underlying causes behind the recovery can be traced to the behaviour of the bond markets: when bond yields fell sharply last year, they dragged property yields down with them, thereby improving property values.

The reason for the close correlation between bond and property yields last year was that property started to resemble a fixed-income investment - valued on the strength of its existing income rather than its potential income growth.

This was because an increasing number of properties were 'over-rented' - the term used to describe properties whose tenants are locked into leases that require them to pay rents at above the market rates. Since the rental income from these 'over-rented' properties is unlikely to increase for several years, the value of the properties will depend on the security of the current stream of income.

The IPD statistics, which are based on property amounting to 75 per cent of all institutionally-owned buildings (valued at about £40.4bn), underlines the extent to which this type of property has become 'over-rented'.

After the sharp fall in rents of the past few years, 44 per cent of all institutional tenants paid above market rents at the end of 1993, according to IPD. Even institutional portfolios spread across all sectors and

regions are, typically, 'over-rented'. Among such properties, the gap between rents paid and the market rate is in excess of 30 per cent.

The consequence of this 'over-renting' was that property assumed some of the characteristics of bonds. And as bond yields fell, property yields tumbled in tandem, from 10.7 per cent to 9.2 per cent over the year, according to IPD.

One outcome of the increasing similarity between property and bonds was that all the sectors of the market produced similar returns: retail returns were 19.6 per cent, industrials 19.3 per cent and offices 18.3 per cent. Those properties with the greatest degree of 'over-renting', such as City of London offices, enjoyed the greatest

benefit from the movement in yields. 'Over-renting' had least impact in the retail and industrial sectors. In these sectors regional variations in performance continued to reflect rental trends, with the Midlands and the north generally recording smaller falls in rental values, and thus higher returns, than London and the south.

Retail property posted a 1.7 per cent drop in rents, less than a fifth of that recorded for either offices or industrial property last year. By contrast, office rents dropped by a further 13.7 per cent in 1993, taking the total decline in office rents to 42 per cent since 1989.

As in the retail sector, office rents fell further in the south than in the north. However, this north-south rental divide

was masked by heavy 'over-renting'. Some of the highest office returns were in the most 'over-rented' markets, such as the City which produced a 20.4 per cent return in 1993.

The dominant role played by bond movements in increasing property values last year was reinforced, in some sectors, by the pressure of investors' demand. The best-performing sectors - such as retail and distribution warehouses which produced returns of 34 per cent and 30 per cent respectively - owed their strong returns to a particularly sharp fall in their yields, which stemmed from strong net investment.

However, for most of last year, the net impact of institutional investors on the market was subdued, according to IPD. Although institutions are currently among the most enthusiastic purchasers of property, their renewed presence in the market was not evident until autumn 1993. For the early part of last year, the most active buyers were foreign investors, private companies and quoted property companies.

In fact, institutions sold more property than they bought last year. £2.63bn in purchases against £2.88bn in sales. Institutions' net investment climbed on the back of £473m spent on development and £343m on improving buildings.

Retail property was, by far, the most popular sector for investors, accounting for 56 per cent of the total net investment in 1993; retail warehouses alone accounted for 59 per cent of the total net investment. Institutions were net investors in offices in south-east England (excluding London), but were net sellers of property in the City and West End.

Although institutional demand rose strongly at the end of last year and is still high, IPD strikes a warning note about the sustainability of a recovery that depended so heavily on bond movements.

"This upturn is almost exclusively an investment phenomenon, based upon falling yields," said Mr Rupert Nabarro, managing director of IPD. "The trend in property returns will be vulnerable to shocks in the gilt market."

The IPD report adds: "Questions remain as to the strength of the 1993 recovery... A sustained recovery will depend in the medium-term upon low interest rates and continued investor demand."

## Turner to manage UES Steels

UES Holdings, the Rotherham-based engineering steels and forgings company, has strengthened its top management by appointing Don Turner to the key post of managing director of the UES Steels division.

With effect from July 1, Turner replaces David Stone, who will become managing director of UES Holdings' subsidiaries division, which has interests in bright bar - a shiny steel used in the automotive and other industries - stockholding and metal reclamation.

Stone will also directly assist Don Ford, UES Holdings' chairman, on matters such as relationships in Europe and US trade issues.

Ford said Stone would be retiring in two to three years, but stressed: "I am not moving him aside, but planning the succession in a managed way."

The changes come only seven months after UES restructured the company, eliminating the post of chief

executive and giving greater autonomy to its three operating divisions. As a consequence, chief executive Graham Mackenzie left the company.

The shake-up was engineered by UES' two owners, British Steel and GKN, and Turner's appointment was carried out with the full approval of the two shareholders. The final selection was left to Ford, however.

Turner, 54, has been managing director of British Steel's tinplate division since 1982, but will be on familiar ground in Rotherham as he previously ran British Steel's narrow strip business, based around the Brinsworth strip mill in the Yorkshire town.

UES Steels has been hit badly by rising scrap prices, reduced selling prices, and what it sees as unfair subsidies in Europe.

Last year UES Holdings lost a record £48.1m, but according to Ford this year's loss will be much lower. GKN has made

clear it would sell its 39.1 per cent stake if an opportunity arose.

At British Steel Tinplate, Turner will be replaced by Tony Vickers, currently technical director at British Steel's strip products business.

Noel Davies, chief executive of VSEL Consortium, has been elected president of the Engineering Employers' Federation for a two-year term. He succeeds Graham Mackenzie, who will continue as acting director-general until a replacement is appointed. The previous director-general, Neil Johnson, left last autumn.

Robin Gourlay, who became deputy chairman of Anglian Water in February, is to take over as chairman, probably by the autumn. Gourlay, chief executive and managing director of BP Nutrition will take over as soon as his responsibilities at BP have been completed. He replaces retiring chairman Bernard Henderson.

## Gray moves to HSBC

HSBC Holdings has appointed Robert Gray, chairman of JP Morgan Securities and one of the best-known figures in the international capital markets business, to help build up the group's global underwriting business.

Gray, 44, joined the London office of the US investment bank in 1971 and has been closely identified with establishing JP Morgan's name in the European and Asian capital markets.

His new position will be managing director, global capital markets at HSBC Markets. HSBC Markets embraces the treasury and capital markets businesses of HSBC Holdings and Midland Global Markets which include well-known names such as Samuel Montagu in London, Trinkaus & Burkhart in Germany and Wardley in Hong Kong.

He starts his new job in May and will report to Stephen Green, group treasurer at HSBC.

"I would like HSBC to become one of the largest players in the international underwriting business and we have every reasonable prospect of getting there," says Green.

## Well-matched company

From secretary to commercial director in nine years is no mean feat; but then to return voluntarily to being a personal assistant and, once more, rising to the top ranks of yet another company is a rare achievement.

Jan Reynolds, below, has just been appointed managing

specialist pyrotechnical and smoke equipment for such diverse entities as the ministry of defence and banana importers.

Reynolds, 51, spent almost 10 years with Pollastrap, then part of the Tarmac group, rising from secretarial status in 1980 to be commercial director by the time she left in 1989.

"Having become disillusioned with being part of a large organisation I decided to go back to being a personal assistant for a smaller operation," she says.

She then joined Octavius Hunt in 1989 as person assistant to Derek Luffingham, who then owned the company. Within a year, she was once more a director; she now replaces Tom Davies - who is taking on a broader role within the Chemring group - as managing director, running the company.

No disillusionment this time round, either: "Rather, I feel a bit like the people in the latest British Gas ads, who say they just love being in control."

With the company just recently launching into the retail and display fireworks market, Reynolds is likely to find much to spark further interest.



director of Octavius Hunt, part of the Chemring group since 1991.

The UK's last remaining march manufacturer, Octavius Hunt is based in Bristol, from where it produces a variety of

## Went joins Coutts

David Went, chief executive of National Westminster Bank's Ulster Bank subsidiary, has been given the job of turning Coutts, the frock-coated bankers to Britain's royal family, into a "truly global private bank" which can compete on a par with the private banking arms of US banking giants such as J P Morgan and Citicorp.

Went, a 47-year-old Ulsterman who trained with Citibank, has been appointed to the new post of chief executive of Coutts & Co in the UK and Coutts International Private Banking.

Although the 300-year-old Coutts has been a NatWest subsidiary for many years, it has been allowed to operate independently. Analysts have felt that NatWest has failed to exploit one of its best known brand names in private banking.

Just over two years ago NatWest installed one of its own managers, Ian Farnsworth, as managing director of Coutts & Co. Since then its profits have recovered strongly and Farnsworth, NatWest's international chief, says that Went's appointment is the next stage in the plan to build a "world class private banking operation".

Horn denied yesterday that this would involve taking Coutts down market and said that the changes had nothing to do with last September's retirement of Sir David Money-Coutts, who had worked for Coutts for 40 years and been chairman since 1978. Horn added that what Coutts needed was not more capital but more customer relationship officers and new products. Went will be based in London but it remains unclear whether he will sit in Coutts Strand headquarters.

Apart from NatWest veteran Ian Farnsworth, 58, the other member of the new management team is Jean-Pierre Caoni, 56, chief executive of Coutts International Private Banking. Caoni, a Swiss citizen, spent 22 years with Citibank before joining Coutts & Co in Zurich in 1988.

Went, who joined Ulster Bank in 1976, takes over on June 1 and will be replaced as chief executive of Ulster Bank by Ronnie Kells, 55, who has been with the bank since 1964.

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London Docklands

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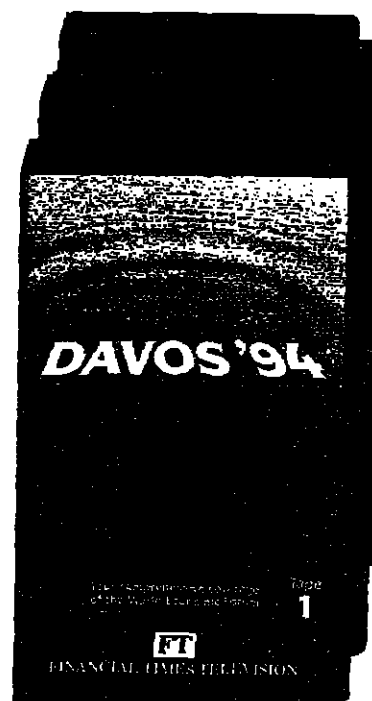
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صلى الله عليه وسلم



# A theatre in free flight

For decades, the west knew next to nothing about the performing arts troupes of Russia. Even the big Kirov and Bolshoi ballet companies toured far less than their western admirers would have liked. Now the situation is reversed. It is the west that sees the Russian companies most.

Ballet and opera, though more expensive, are more obviously international arts. But the spoken theatre? One company in particular has pandered to the growing western appetite for Russian theatre. The Maly Theatre of St Petersburg, which has made several visits to the west in recent years, has now begun to spend most of its time outside Russia. Last week it finished a season at the Odéon, Paris; this week it begins a tour of Britain. The scale of the endeavour is probably without precedent in the history of the spoken theatre. The Maly company has 65 members; it brings five different productions to Britain (including the two-part *Brothers and Sisters* and three-part *The Devils*); it will visit London, Manchester, Glasgow, Newcastle, and Nottingham.

The company's artistic director is Lev Dodin. In interview, he at first delivers a certain amount of Eurospeak. "These new contacts are very important for us... We gain a new quality of communication in the west. Performing here has become natural; it makes us aware we are all part of one community." He drops the "one community" line, however, when I make the error of referring to St Petersburg as a more conservative city than Moscow. "St Petersburg has always the more profound culture. Things were hatched there before appearing on the surface. The surface is where Moscow picked things up."

This is true Petersburg-speak, and wonderful. "St Petersburg is built according to laws of beauty, and these laws shape our thought. The Soviet regime stifled ideas, and more so in St Petersburg. It was easier to keep down inventive thought there, whereas the bureaucracy in Moscow allowed various different channels there. But St Petersburg was always alive to the work of Meyerhold, Akhmatova, Brodsky, Shostakovich."

Today, he says, there are as many exper-

iments in St Petersburg as in Moscow. "You can do what you like now - if you have money. But it's hard, as yet, to judge the results." I ask if there had been an extra stimulation in trying to create new work under the Soviet regime. "Well, it gave certain spurs, certain energy, yes. But it was the energy of craziness. It's very hard to create in a situation where any minute your mouth can be stopped. The absence of freedom has taken away a lot of force from Russian theatre. Now it is a new world - one of financial values."

Will theatre be able to preserve its role? "This is a very serious question for us. You know from your own country that theatre easily becomes an entertainment industry. That is not real art." I think of

**Alastair Macaulay**  
talks to Lev Dodin, the  
artistic director of  
the Maly Theatre  
of St Petersburg

Solzhenitsyn and his discomfort in the west. What is it like being a company in exile, I ask? "No, no, not exile, but free flight! We have been abroad since January, and we return in June. We will work there, and perform in September. We perform in the west so much because this is the best way we can support the staff in our theatre. There are people at the Maly now whom we can only support by working here. We have to send a lot of money home; and this is getting harder."

The company has made its western reputation with theatrical adaptations rather than by performing plays that were written as plays. The Paris season ends, however, with Chekhov's *The Cherry Orchard*, with which the British tour opens. This was my introduction to the company's work, and it is, by most accounts, by no means the best. The company's admirers love the theatrical energy and intensity of its stagings; but *The Cherry Orchard* is a play with a great deal of languor, which

Dodin observes. Nonetheless, this staging is less naturalistic than most British productions.

The play has one single set, which changes in the light. It is, by turns, a hall of mirrors, a wall of windows opening onto cherry trees, a dark interior. Splendid; but why so much surrounding darkness in the daytime scenes? Dodin feels that this is not a naturalistic play; while talking of the comic element in Chekhov, he says "It is not a naturalistic drama, not a sad tragedy. It is a spiritual tragedy which is sometimes very comic. The comedy is that of human life. A human life is very short and limited. A human is unwilling to accept this, which makes his life only faster. This is close to Shakespeare. The comic aspect is dramatic."

This staging, daringly, is given without an interval, and the second act is in Chekhov's original version. I have always loved the asymmetries of British Chekhov stagings, the ways that two or more activities are frequently going on at different tempi, and the way that the people in the stage world never stop to orate to the audience. Dodin, however, frequently has events happen bang on the centre-line of the stage, underplays any multiplicity of stage incident, and has certain speeches delivered straight out to the audience.

But his company is a true ensemble, and they bring to it a Russian ease in large emotion, easily able to switch between laughter and tears, or indeed to catch both at the same time. Dodin again: "A common spirit is very important in Chekhov. When individual stars appear in Chekhov, they make it less like Chekhov, more like any other play. You must hear the music of the Chekhov symphony. Or, rather, the small evening serenade."

The Maly Theatre tour starts with *The Cherry Orchard*, until April 17 at the Lyric, Hammersmith. The Forum Theatre, Manchester, presents *Brothers and Sisters* and *Stars in the Morning Sky*, April 20-24; as does the Nottingham Playhouse, May 24-28. Glasgow presents all five productions, at the Citizens and Tramway Theatres, April 29-May 15. The Newcastle Playhouse presents *Brothers and Sisters* and *The House*, May 18-21.



Scene from the 'The Cherry Orchard', which had its British premiere at the Lyric, Hammersmith, last night

None likes to break a butterfly upon a wheel, so I shall be gentle with the new play at the Almeida, save to say that it is one of the most unpleasant pieces I have seen on a London stage. According to a programme note, the subject of Phyllis Nagy's *Butterfly Kiss* is matrilineal, "dramatically speaking", the note claims, "a no-go area". And it is true that a girl does kill her mother. But it is not the subject "one objects to" it's the play.

A butterfly kiss, the programme also reveals, is American slang for "a caress given by winking one eye so that the lashes brush against the face of the receiver". Yet unless you count the increasingly frenetic groping of a couple of lesbians in the background, there is not much caressing in the piece; nor much winking either.

Instead, there is a lot of brandishing of a vicious-

Theatre/Malcolm Rutherford

## No love in 'The Butterfly Kiss'

looking kitchen knife and the suggestion, possibly a joke, that Sloan Ross, the ex-US Marine turned lapidary, may kill butterflies with a laser, the same gun which is eventually used by his daughter to kill his wife.

The motivation remains obscure throughout partly because this is one of those irritating plays that dot backwards and forwards in time. But even if you try to put the events in chronological order, the motives are still unclear.

There is an old woman and a daughter, both of whom seem fairly high on the bottle. The

daughter marries the ex-marine, who turns up at the wedding with another ex-marine as best man and a floozy who (we learn) is already the mistress of the groom.

Sloan, the groom, tells his wife that he does not want children - yet. Nevertheless, a daughter called Lily arrives and it is she who may be at the centre of the piece. By the time she is 14, she has seduced the other marine. She then kills her mother with the gun handed to her by her father, possibly at her mother's drunken request; there is some suggestion that it is man-

slaughter, not murder. Lily (played by Elizabeth Berridge) is also seduced by a lesbian named Martha - who at least has the virtue of being the only remotely attractive character in the piece.

Perhaps there is something to be said for Sloan's amiable ex-marine friend, Teddy Roosevelt Hayes, but since the part is not filled out it is impossible to say. There is a striking set, with a case of butterflies in the background, designed by Mark Thompson. Otherwise one wonders what a director like Steven Pimlott and a theatre like the Almeida are doing with a piece like this. Phyllis Nagy, the author, is a New Yorker living in London who is now the Arts Council writer-in-residence at the Royal Court, so there may be more to come.

Almeida Theatre until April 30. (071) 369 4404

Recital/John Allison

## Alfred Brendel

mer 1995), each repeated in various European and North American cities. Brendel is now halfway through, but since his approach is not chronological, we heard four early sonatas (numbers 8-11) and the later *Lebewohl* op. 81a.

Though Brendel brought no special insights on Tuesday, there were good things, mostly in the second half. The soaring, turbulent op. 22 was tightly argued; its *Allegretto* finale had clarity and elegance. Brendel's

*Lebewohl* had a radiant conclusion, reaching one - for the only time during the evening - of Beethoven's life-affirming qualities.

The "simpler", more direct works were less successful. At best they were unremarkable, but often the music sounded mannered and inflated. In op. 14 no. 1 Brendel pulled the almost-Mozartian scales and arpeggios around, and no. 2 in the set was even more heavy-handed - his antics dis-

torted grotesquely the miniature variations that make up its middle movement (they drew spontaneous applause). The *Sonata Pathétique* lacked dramatic breadth, and detail was smothered in the breathless outer movements.

Much of Brendel's playing now sounds cantankerous. His intellectualism stifles the music. One of the visionary musicians of our time is in danger of becoming a monument to himself.

The programme is repeated in San Francisco (April 20), Los Angeles (April 26), Toronto (May 7), Princeton (May 9), and New York (May 12).

## Dissonance in Prague

There is disharmony at the Philharmonic. Not at the London, Berlin or New York philharmonics, but in Prague, where the Czech Philharmonic and its audiences are deeply divided about the first foreign music director in the orchestra's 98-year history.

In most countries, the appointment of a foreign conductor would cause few problems, and could even add to an orchestra's prestige. Not one of London's four independent orchestras, for example, has a British music director. But in the Czech Republic, where national pride is identified with leading artistic institutions, the arrival of Gerd Albrecht from Germany has aroused intense passions.

The issue recently took on a political dimension when Albrecht turned down an invitation for the Czech Philharmonic to play at the Vatican. President Václav Havel openly criticised him for "damaging the esteem of the Czech Republic".

Albrecht's appointment is hardly new. In 1991, the orchestra held its first-ever vote for the post of chief conductor and by the narrowest of margins, Albrecht defeated the Czech incumbent, Jiří Bělohlávek. But it is only in this season, since Albrecht took up the appointment and began conducting regularly in Prague, that the consequences have become clear.

In the post-revolutionary atmosphere of freedom and democracy, the players saw Albrecht as a passport to fortune. He bore the promise of lucrative foreign tours and recording contracts, none of which has materialised: western agents and record companies are only interested if the orchestra works with Czech conductors. "The orchestra is losing out," says Anthony Howard of IMG Artists, the agency which has organised the orchestra's recent visits to Britain.

"A lot of concert promoters are interested in the Czech Philharmonic, but not in Gerd Albrecht. He's not regarded as a top-notch conductor and he's German. The package doesn't fit. The Czech conductors with whom the orchestra used to work may not have been household names, but they fitted in and produced good results. Albrecht's appointment was not a good idea."

Albrecht nevertheless has many supporters in Prague. While increasing the profile of Bruckner and other German composers, he has conducted a wide variety of Czech repertoire, programming rarities by Fibich and Martinů alongside popular works by Dvořák. "The

If Albrecht had the international reputation of Colin Davis or Kurt Masur, his opponents would doubtless accept him. But the orchestra cannot afford a front-rank foreign conductor.

It has given Albrecht a five-year contract with sweeping powers, enabling him to veto the Vatican concert, which had been offered to another conductor. "A strong management would take control of the situation, but there's no one with the guts or the knowhow to do it," says one Philharmonic insider. "The orchestra is paying for its own arrogance. They'll be crawling back to Bělohlávek in five years."

Ironically, the two main beneficiaries of the Albrecht controversy have been Bělohlávek and the Prague Symphony Orchestra. Bělohlávek, still only 43 but with a reputation as a strong orchestral trainer, has wasted no time in developing his freelance international career. The Prague Symphony is picking up prestigious engagements at home and abroad which would previously have gone to its older rival. Under its chief conductor, Martin Turnovsky, it has traded profitably on its Czech character.

"We want to be a Czech cultural institution that is open to the world," says Roman Belor, the Prague Symphony's manager. "At the same time, we feel a responsibility for the continuity of Czech culture. There's something special in the atmosphere of Prague and the Bohemian countryside, in the traditions handed down and the mixture of middle-European influences, which give a distinctive sound to the music made and played here."

"It doesn't prevent foreigners from giving good performances. But the advantage of Czech conductors and Czech orchestras playing this music is that they are Czech - they were born here."

**Andrew Clark finds**  
Czech Philharmonic  
supporters out of tune  
with its new conductor

Czech Philharmonic has always been charmed by conductors like Sawallisch and Albrecht," says one local critic. "Albrecht has the detached, perfect German baton."

But these qualities are exactly what opponents cite as alien to the orchestra's tradition, and many older members of the orchestra and its audience remember the German wartime occupation. "He's a good enough conductor," says one orchestra veteran, "but whether he's right for us is another matter. The Czech Philharmonic became famous by playing under great Czech conductors like Talich and Ančerl. When Albrecht conducts, everything is exact and cool. It lacks spontaneity and the Czech spirit."

## INTERNATIONAL ARTS GUIDE

### CITY BALLET SPRING SEASON

New York City Ballet opens its Spring season on April 28 with a two-week run of *The Sleeping Beauty*, choreographed by Peter Martins. Repertory also includes 21 works by Balanchine, 13 by Jerome Robbins, five by Peter Martins and one by Richard Tanner.

The company's Diamond Project in late May will showcase the work of 12 choreographers, including Ulysses Dove, Anna Laferrière, Robert LaFosse and Richard Tanner. For more than 40 years, NYCB has been committed to creating a wide-ranging repertory that shows ballet's imperial heritage as a beginning rather than an end. The company sees the Diamond Project as an additional step in this tradition. The season runs till June 26 (New York State Theatre, 870 5860).

American Ballet Theatre can also be seen at the Lincoln Centre from April 25 to June 4.

The programme includes Kevin McKenzie's full-length version of *The Nutcracker*, the world premiere of a new work by Canadian-born choreographer James Kudachka, the company premiere of Lar Lubovitch's *A Brahms Symphony and revivals of Anthony Tudor's *Echoing of Les Sylphides*. There will also be a selection of popular favourites, including Giselle and Swan Lake (Metropolitan Opera House: 362 6000).*

### EXHIBITIONS GUIDE

#### AMSTERDAM

Rijksmuseum Dutch Figure Drawings 1700-1850. Ends May 1. Closed Mon

Van Gogh Museum Pierre Puvis de Chavannes: 150 portraits, still lifes, genre pieces and sketches by the 19th century artist whose murals grace many public buildings in France. Ends May 29. Daily

#### BASLE

Antikenmuseum Rediscovering Pompeii: this internationally-acclaimed touring exhibition of 200 objects includes jewellery, ceramics, statues and household objects, plus a reconstructed garden with mosaics and a room complete with original frescoes, offering insight into daily life in the Roman town. Ends June 26. Closed Mon

#### COLOGNE

Museum Ludwig The Unknown Modigliani: 240 of the 440 hitherto unknown drawings amassed by Paul Alexandre before 1914. Ends July 10. Closed Mon

Josef Heurich-Kunststille The World of the Maya: 300 objects from the golden years of Indian culture in Central America. Ends May 15. Daily

FRANKFURT Deutsches Architekturmuseum Modern Architecture in Germany 1900-1950: Expressionism and the Neue Sachlichkeit. The exhibition, the second of three tracing developments in 20th century German architecture, focuses on the avant-garde architectural utopias of the interwar years, aimed at meeting the needs of an era of political and social turmoil. Ends July 3. Closed Mon

LONDON Royal Academy of Arts Goya. Ends June 12. Daily (advance booking 071-396 4555)

Hayward Gallery Salvador Dalí: The Early Years. Ends May 30. Daily (advance booking 071-928 8800)

Tate Gallery Picasso: 200 works focusing on the relationship between sculpture and painting. Ends May 8. Daily

National Gallery Jacob and his Twelve Sons: a little-known series of 13 paintings by 17th century Spanish painter Francisco de Zurbarán. Ends May 22. Daily

British Museum The Study of the Italian Drawings: a tribute to the late Philip Pouncey. Ends April 24. Daily

Whitechapel Art Gallery Medardo Rosso (1858-1928): retrospective of the Italian Impressionist sculptor. Ends April 24. Closed Mon

Serpentine Gallery Markus Raetz: a selection of refreshingly undidactic paintings by the Swiss

conceptual artist. Ends April 24. Daily

LYON Musée des Beaux-Arts The Romantic Movement in France: paintings, sculptures, drawings and engravings from the museum's own rich collection of works by Chariot, Delacroix and others. Ends June 19. Closed Mon and Tues

MADRID Fundación Juan March Isamu Noguchi (1904-88): 58 outdoor sculptures expressing the oriental and western cultural traditions inherited by this American artist of Japanese origin. Ends June 26. Daily

Centro de Arte Reina Sofia Joseph Beuys (1921-86): 10 installations, 25 sculptures and 456 drawings by the controversial post-war German artist. Ends June 6. Closed Tues

MARTIGNY Fondation Pierre Gianadda Auguste Rodin: 90 drawings and watercolours and 10 sculptures. Ends June 12. Daily

MILAN Palazzo Reale The Goths: the exhibition aims to shed light on a mysterious people, with new material dating from the first to the fourth centuries, on loan from the St Petersburg Hermitage and museums in Poland, Moldova and Ukraine. Ends May 8

MUNSTER Landesmuseum Stangl Collection: 280 paintings collected by the owners of a renowned Munich gallery, including works by Klee, Beckmann, Jawlensky and other members of the Blaue Reiter. Ends May 15. Closed Mon

NEW YORK Museum of Modern Art Frank Lloyd Wright: architectural fragments, full-scale constructions, scale models and 350 original drawings. Ends May 10. Feininger, Kandinsky and Klee: 75 prints and illustrated books produced by three Bauhaus artists. Ends May 17. Closed Wed

Metropolitan Museum of Art The Decorative Arts of Frank Lloyd Wright (1904-88): 58 outdoor sculptures expressing the oriental and western cultural traditions inherited by this American artist of Japanese origin. Ends June 26. Daily

Centre Georges Pompidou The City, Art and Architecture in Europe 1870-1983. Ends May 9. Closed Tues

Institut du Monde Arabe Syria, Memory and Civilisation: this well-preserved didactic exhibition takes us from the Stone Age to the flowering of city states, from Hellenistic times to Byzantium and Islam. Ends April 30. Closed Mon (1 rue des Fossés Saint-Bernard)

PRAGUE Prague Castle Riding School Czech Modernist Art 1890-1918: a survey of the evolution of Czech art from the turn of the century to Cubism. Ends May 23. Georg Flegel (1566-1638): retrospective of one of Europe's earliest specialised still-life painters. Ends May 8. Closed Mon

Kinsky Palace Fairy-tale Motifs in Czech Art around 1900: the exhibition shows that fairy-tale illustration was not just an accompaniment to the text, but a medium for the human dream of the mystery of life and triumph

of good. Ends May 22. Architecture of the 1950s: 100 plans, models, photographs and drawings recalling the style of Socialist Realism. Ends May 22. Closed Mon

STUTTGART Staatsgalerie Picasso: a rare showing of 400 prints from a private collection, including portraits, still-lives and many other themes. Ends June 19. Wiesbaden: 250 woodcuts chronicling the era of the late 15th century Hapsburg emperor, Maximilian I. Ends May 1. Closed Mon

VENICE Chiesa San Bartolomeo Tintoretto: 15 religious paintings from Venetian churches. Ends May 1. Daily

Palazzo Grassi Renaissance Architecture from Brunelleschi to Michelangelo: 250 works from European and American public collections. Ends Nov 8. Daily

WASHINGTON National Gallery of Art Egon Schiele: 70 works by the leading figure of Austrian Expressionism. Ends April 24. Ruth Benedict Collection: 78 prints and drawings by Rembrandt, Canaletto, Tiepolo, Moore and others. Ends June 12. Hans Hemling's St John the Baptist and St Veronica: two panels by the late 18th century painter from Bruges. Ends May 15. Ornament in European Graphic Art 1300-1800: works by Watteau, Dürer, Piranesi and others. Ends Aug 21. Daily

Arthur M. Sackler Gallery Korean Arts of the 18th Century. Ends May 15. Daily

National Museum of American Art Thomas Cole: 70 works by the father of the Hudson River school of painting. Ends Aug 7. Daily

Closed Mon (Salle Saint-Jean, 3 rue de Lobau)

Monsi Bismarck Foundation Early Italian Peoples: pottery, jewellery, bronze statuettes and arms, showing the diversified artistic expression of the inhabitants of central and southern Italy 3000-300 BC. Ends May 17. Closed Sun and Mon (34 quai de New York)

Louvre Egypt's Role in Western Art 1730-1930. Ends April 18. Closed Tues

Petit Palais Art of the Tainos Sculptors: 85 pre-Columbian masterworks in stone or wood. Ends May 29. Closed Mon

Centre Georges Pompidou The City, Art and Architecture in Europe 1870-1983. Ends May 9. Closed Tues

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A year ago, UK government ministers were promising a furious fight to cut public expenditure any way they could. What happened to this much-heralded review of the welfare state?

Last April, as official forecasts projected a public sector borrowing requirement of £50bn for 1993-94, the Treasury announced one set of Budget tax rises and prepared to unveil another in November. Departments were told to curb running costs and pay levels, and in November's Budget, which combined tax and spending decisions for the first time, a total of about £15bn was lopped off the spending commitments of Whitehall departments for the three financial years starting 1994-95.

But the ambitions of Mr John Major's government did not stop at a one-off balancing of the books. It launched a campaign to reverse the growth in public spending over the longer term, with "fundamental expenditure reviews" of departmental spending that would go well beyond traditional attempts to match revenue and expenditure.

The reviews, announced with panache by Mr Michael Portillo, chief secretary to the Treasury, would think the unthinkable about departmental policies, starting with the departments of social security, education and health, and the Home Office.

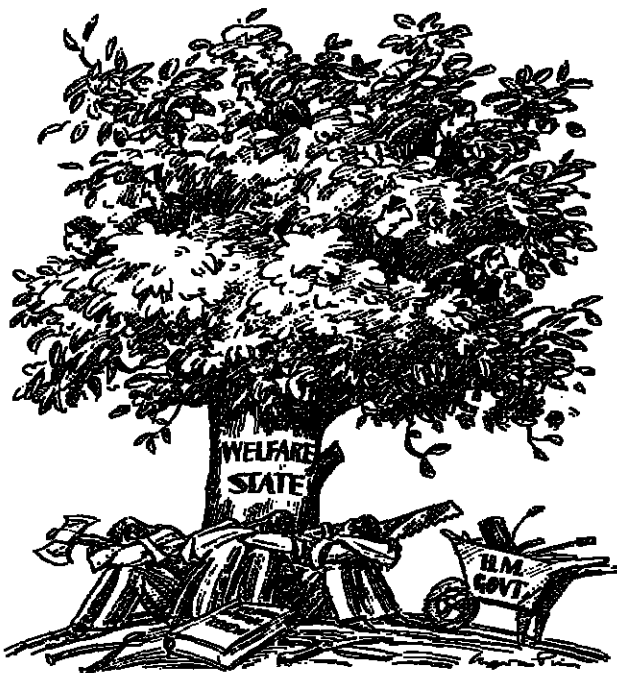
Their task was to test whether a particular programme should remain the state's responsibility and whether waste could be squeezed. The goal, as Mr Peter Lilley, the social security secretary, put it, was to ensure that the growth in the welfare state did not outpace the nation's ability to pay for it.

One year on, the review system has been published and few ministers talk about the process. There is a rolling programme of departments under scrutiny - employment, transport, and trade and industry were among those ministries added this year.

But this week, as cabinet ministers held their first meeting of the current spending round, Treasury officials warned that public spending would still easily overshoot projections made for the current financial year. Mr Norman Lamont, the former chancellor who helped set up the reviews, speaks as if they have already been buried, saying "they should not be forgotten". And rightwing Tory backbenchers

## The axemen slumber

UK public spending is being curbed. Or is it, asks James Blitz



believe the government has lost its willingness to use the reviews to cut deep into public spending.

"There is a feeling among colleagues that the reviews have run out of steam," says one Tory backbencher. "If you look for where the cuts in spending came in the last Budget, they were in holding down running costs and public sector pay. There weren't enough signs that the need for services was being questioned."

Ministers take pride in some aspects of the review process. They claim that the review of the social security department is playing a significant role in containing the long-term growth of an £80bn annual budget. Legislation next year to replace unemployment benefit with a "jobseekers allowance" will help social security officials target benefits more precisely. So too will the replacement of incapacity benefit (bringing a more objective test of applicants' fitness) and the abolition of the subsidy paid to large companies to cover the cost of statutory sick pay.

"These reforms were already

in our sights," says a Treasury official. "But we had not got them worked out properly, certainly not to the extent that they would yield so much to the Exchequer. The review took these ideas and worked them through in full."

But it is far less clear what has been achieved elsewhere. The education review has encouraged a shift from student grants to loans; the Home Office review has studied whether private finance could be used to help build prisons - a move that found its way into recent proposals by Mr Michael Howard, the home secretary.

But both these examples represent an extension of existing policies, not radical departures. And many areas of heavy spending appear untouched - for instance, the National Health Service drugs budget.

As the Treasury official explains, many of the ideas in the reviews "have helped us to be more demanding over running costs rather than producing identifiable policy changes".

Why has the impact been so variable? Partly it is because the reviews are led by the

department concerned. Treasury officials on review steering groups can insist that radical cost-saving options are studied. But departments are not forced to meet pre-set targets and can approach the reviews in their own way.

Results, therefore, depend on the political outlook and skills of the cabinet minister heading each department. As a Thatcherite minister with a clear cost-cutting agenda, Mr Lilley has been keener on securing results. But elsewhere the Treasury has met obstacles from departments reluctant to force difficult measures through a House of Commons where the government has a slim majority. Mr Lilley himself has encountered problems, for instance, over the operation of the Child Support Agency, which is intended to cut the cost of state support for single parents.

What can realistically be expected from the reviews over the coming year? There are some obvious targets: the Treasury is scrutinising the cost of running Britain's courts, looking for ways to reduce the time spent in handling divorce petitions, civil liability cases and insurance claims. A job-saving merger of Inland Revenue and Customs and Excise operations is being considered. But these budgets make up a small part of the overall spending cake.

Whether more sweeping cuts can be achieved in this November's Budget, or over coming years, will depend on the determination of Mr Kenneth Clarke, the chancellor, to push his cabinet colleagues into renewing their commitment to reduce public spending.

In a recent speech, Mr Clarke said he was seeking a tough spending round this year, and threw his weight behind the reviews.

With speculation about a leadership contest in the autumn, the centre-left Mr Clarke may be appealing for support from rightwing Tory backbenchers. But the chancellor also knows that the fragility of the economic recovery means he cannot loosen his grip on public spending - particularly if he is looking for tax cuts before the next general election.

Those who believe the UK's public spending has spun out of control must hope that the prize of tax reductions will concentrate the minds of ministers and officials, as they scrutinise the minutiae of departmental programmes.

## Joe Rogaly

# Lead not into temptation



Now that spring has come I remain undisturbed by news that some chief executive or other is taking home sterling or dollars in sacksful. Most people do not receive seven- or even six-figure salaries, but that is no reason to envy those who do. Some of them deserve it. Good luck to them. Yet high pay is becoming a political issue. Last week The Sun ran a spread on the "10 greediest bosses", with pictures. The captions contained the tabloid's calculations of the villains' compensation packages, broken down into comprehensible weekly amounts. The usual suspects were there - Mr Derek Hunt, chairman of MFI (£31,423 a week); Sir Paul Gilman of Glaxo (£27,744); Mr Mick Newmarch of the Prudential (£13,865) and so on. Mr Rupert Murdoch, proprietor, was absent from this little gallery.

The chancellor of the exchequer, who earns about a tenth of a Newmarch, disapproves of some of the large executive salaries paid by British companies. He has expressed a wish that more business leaders would show "a decent level of restraint". The prime minister, questioned in the Commons, concurred, but added that the subject is not a matter for the government. This is "a free capitalist country in which companies determine their wages", he said. When Lady Thatcher had his job, she also supported voluntary limits. That is clearly as far as the present Conservative government will go.

It may not be far enough. Average incomes are increasing slowly, if at all. Most employees worry about losing their jobs. This early post-recessionary atmosphere is not one in which it is comfortable

for highly rewarded CEOs to take the salary and the bonus, cash in the options, and run. US President Bill Clinton demonstrated during his 1991 campaign that politicians can win votes by attacking what seem to be over-generous executive salaries. There may even be an advantage in promising tax increases at the very top. The difficulty comes when the election is over. Congress has voted to put a \$1m a year ceiling on corporate tax deductions for executive remuneration. The reaction from the tax-avoidance industry has been disappointment that the provision is so easy to circumvent. It spoils the fun. You do not need to use stock options to get around the \$1m cap. Playing with definitions of an incentive bonus scheme will suffice.

It would be foolish to attempt a similar restriction in Britain. Some employees are almost literally worth their weight in gold. Mr Peter Wood (£35,253 a week in Sun money) created Direct Line, now the insurance division of the Royal Bank of Scotland. No Peter Wood, no Direct Line. Everyone in financial services knows of this or that dealer whose contribution is as unique as that of a named pop star to the entertainment business. Specialists, or those of exceptional ability who work exceptionally hard, deserve commensurate rewards. The underserving cases are, however, both obvious and sad. We can all think of certain well-known former nationalised industry leaders who privatised their salaries when their enterprises were sold off and they became chauffeur-driven executives. Have they no

sense of decorum? There is a theoretical curb on such behaviour in quoted companies. The Cadbury code on corporate governance provides for remuneration committees of non-executive directors. These are supposed to keep the managers honest. In fact they are probably doing more harm than good, according to Mr Stanley Wright, a former civil servant who has spent much of his career in the City. His case is made in a pamphlet published by the Social Market Foundation yesterday. Remuneration committees, he says, "are confronted with confusing surveys, largely prepared by 'human resources' or 'management selection' firms, whose only emphatic messages are that the trend is upwards and that every class of benefit is becoming 'normal'".

Mr Wright approaches management theory in much the same way as public choice theorists and analyses the behaviour of officials. Executives, he argues, are the shareholders, think they own the companies they are paid to manage. Self-interest motivates everyone. Headhunters prosper when they persuade boards that there is an international market for overpaid generalists; flattered managers do not take many hunches to be convinced. As Adam Smith, quoted by Mr Wright, said: "The directors of joint stock companies being the managers rather of other people's money than of their own, it cannot well be expected that they should watch over it with the same anxious vigilance with which the partners in a private copartnership frequently watch over their own."

So what else is new? Quite a lot, if Mr Wright has his way. He would have each director's remuneration and benefits published in greater detail than Cadbury suggests. This would be enforced by law, not a voluntary code. Directors should be re-elected by the shareholders every two years. The maximum legal compensation for unexpired contracts should be cut from five years to two, rather than the three in the Cadbury code. That would limit failed CEOs' termination pay-offs. Non-executives should be able to report directly to the shareholders, and to comment on directors' remuneration for the current year. To encourage shareholders to use this additional power, dividends should not be paid unless votes representing at least 75 per cent of the shares have been cast on all resolutions at an annual general meeting.

There are many such recommendations. They all shift the balance of power towards institutions as responsible shareholders. Mr Wright rejects both the German bank/stakeholder system, and the Japanese consensus model as either out-of-date or alien to the Anglo-Saxon culture. He regards the notion of empowering more individual shareholders as a "romantic muddle". He would tighten takeover rules. That would curb the temptation to grow by acquisition, which, he argues, rarely benefits the buying companies' shareholders. In sum, his proposition is that "a powerful body of institutional shareholders has become an essential for shareholder democracy". He may be on to something. If the government does not perceive the need for thinking about his argument, the opposition might. One day, perhaps, Labour will awaken from its long sleep.

\*Two Cheers for the Institutions. SMF, 20 Queen Anne's Gate, London SW1H 9AA, £10

Joe Rogaly

The current atmosphere is not one in which it is comfortable for CEOs to take the salary and the bonus, cash in the options, and run

## LETTERS TO THE EDITOR

Number One Southwark Bridge, London SE1 9HL

Fax 071 873 5938. Letters transmitted should be clearly typed and not hand written. Please set fax for finest resolution

### Tecs: not so easy, not so bad

From Mr Gregory Hyland.

Sir, Lisa Wood has highlighted several key issues in her article on training and enterprise councils ("Carnage of chiefs in Tecs battle", April 13 UK edition, April 15 international). I see none of the existing Tec chief executives was asked to comment, and neither were the 35 who have left. Not really surprising, since there is no shortage of people who feel free to point out how Tecs could be run better, without at the same time having the troublesome need to have tried it out for themselves.

The issues are far more complex than your article suggests, and the problems of Oldham Tec cannot be generalised across the Tec system. Not all those who have departed were pushed out. In my own case I resigned because I felt too much time was spent on negotiating arcane details with civil servants, and not enough on getting the job done. In case that sounds too noble, I also earn significantly more in my new role. Others left for different reasons. Does the headcount include those chief executives who died in post, or those who had to bow out with nervous frustration?

Make no mistake, the job to be done by Tecs is formidable. They are attempting to reverse more than a century of national economic decline, and to combat deeply entrenched positions. The weight of fire implicit in this task falls on the shoulders of the Tec chief executive, and it is one of the most demanding jobs around. But it is wrong to suggest that success or failure rests on the chief executive alone. Tecs need to move into a more sophisticated and effective mode, and the best Tec boards are starting with their own development.

Those who are doing the job of Tec chief executive now are to be greatly admired and deserve the strongest public support, but much more than an individual will be needed for success.

Gregory Hyland, managing director, The Condor Group, PO Box 24, Princes Risborough, Buckinghamshire HP27 0LD

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Gregory Hyland, managing director, The Condor Group, PO Box 24, Princes Risborough, Buckinghamshire HP27 0LD

From Mr Roger Young.

Sir, Your report laments the departure of so many chief executives of the new Tecs. More than a third are said to have resigned or been sacked since Tecs were established four years ago. The high turnover is ascribed to failures in the recruitment policy of Tec boards.

Surely it is more worthy of comment that two-thirds of incumbents are still in their posts four years later? This degree of stability is rare within the private sector: the same edition of the paper notes the departure of two American retailers from the top of UK companies within eight and a half months and two and a half years. Our research, tracking the career moves of more than 1,000 managers over 10 years, has shown that the average span of a management job is close to three years: four years is a long time in management.

Roger Young, director general, The Institute of Management, 3rd Floor, 2 Savoy Court, Strand, London WC2R 0EZ

### Nigeria firm in resolve against drug trafficking

From Alhaji Abubakar Alhaji. Sir, My attention has been drawn to your report, "Nigeria accused over drugs" (April 5), alleging official collusion in drug trafficking by some Nigerians.

The Nigeria High Commission wishes to state emphatically that, contrary to the erroneous impression contained in the report credited to Mr Robert Gelberd, the US assistant secretary of state for international narcotics affairs, the government of the Federal Republic of Nigeria has been steadfast in its determined effort to combat drug trafficking and has put in place adequate legal mechanisms, stipulating stiff penalties with a view to deterring usage and trafficking of drugs. Indeed, in a summary of a report No 622 submitted to the US Congress, Nigeria was acknowledged and I quote: "The government (Nigeria) does not as a matter of policy facilitate the production or distribution of drugs or encourage money laundering."

Therefore, the statement by the said US official is, to say the least, most unfortunate since the government of Nigeria has readily co-operated with foreign governments and, in fact, extended assistance that has led to the apprehension and prosecution of many drug traffickers. It is, therefore, surprising that the same US department that commended Nigeria for arresting and turning over to American law enforcement authorities some suspected drug traffickers wanted in the US should now, for political reasons, turn around to make unsubstantiated allegations against the government.

It should be recalled that, when the government of Nigeria demonstrated its abhorrence for drug trafficking by imposing capital punishment as a sanction for such offences, it had to rescind that decision following an international outcry.

Nevertheless, I would like to state for the benefit of any doubting Thomases that the government of Nigeria remains open to suggestions from friendly governments and stands ready to co-operate with all and sundry on ways and means to combat the global drug menace.

Alhaji Abubakar Alhaji (Sardama of Sokoto), High Commissioner, Nigeria House, 9 Northumberland Avenue, London WC2N 5BX

### Obsession not shared

From Mr Osman Streeter.

Sir, Some of us - but not, it would seem, your leader writer ("Follow the Fed", April 14) - think a monument should be erected to the unknown journalist who recently gave us the phrase "inflation nutter" to describe the obsessive tendencies of people such as the governor of the Bank of England.

The phrase also applies to the former unlamented chancellor of the exchequer who opined that unemployment, bankruptcy and repossession of homes was "a price well worth paying" for reduced inflation. Perhaps it even applies to the prime minister, who may soon be discovering what the British electorate thinks of his view that "it isn't hurting. It isn't working".

So you should not be surprised to find that your statement that "the latest step towards greater central bank autonomy is welcome" is not universally shared, even among people who have managed to hang on to house, home and job. Instead, how about compulsory resignation for unelected governors, to be enforced the moment interest rates are increased by a total of one percentage point during their term of office?

Osman Streeter, Sandle Club, 69 Brook Street, London W1Y 5ER

### Gummer policies will not improve urban life

From Mr Paul Orchard-Lisle.

Sir, John Gummer, the secretary of state for the environment, has made much of his intention to promote the town centre as the right place for new shopping developments. As a concept his thinking deserves support, but delivery is a separate matter.

He would have little to complain about if his ideas were to be defeated by the shopping public or by retailers. But it is his own department and his neighbours at the Department of Transport whose policies are the most likely to destroy his vision.

Mr Gummer's difficulties lie in access to markets. High Street retailers and shopping centres must compete for consumer spending power - the most accessible and pleasant

will be the winner.

That is the crux of the problem. The Department of Transport has no money for big road initiatives in town centres, and the Department of the Environment says that money collected for the uniform business rate will not be returned to the local authorities to enable them to improve shopping environments, facilities such as car parking, or public transport networks.

On this basis Mr Gummer's policies should be seen for what they are - protection of the countryside and not the advancement of urban life.

Paul Orchard-Lisle, senior partner, Hasley & Baker, 29 St George Street, Hanover Square, London W1

### Quality standard good discipline

From Mr Richard Hasler.

Sir, As a quality management consultant dealing with a large number of small professional practices, I agree with many of the concerns expressed in your article. "Seeking credibility for quality standards" (April 12). It is a fact that many small firms are being forced by their clients to comply with BS 5750, and of course they will be looking to achieve certification as simply and quickly as they can.

However, almost without exception, our clients have found that the discipline imposed by formalising procedures and the feedback and review stipulated by the standard has led to improvements to internal management efficiency and to the quality of service being provided.

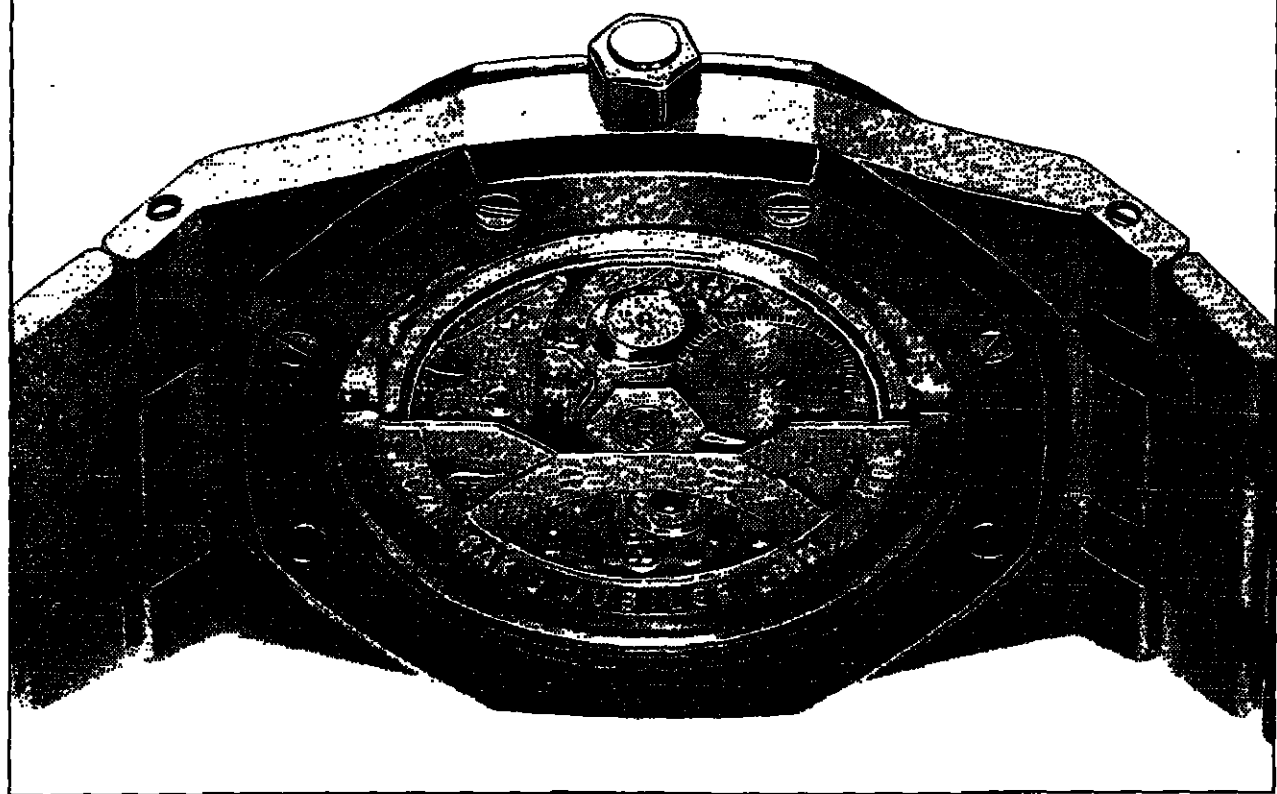
Richard Hasler, Hasler/Colins Partnership, Red Lion House, Mill Lane, Stony Stratford, Milton Keynes MK11 1BQ

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# FINANCIAL TIMES

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Friday April 15 1994

## Sizing up the watchdogs

The inherent conflict between the interests of shareholders and consumers in privatised utilities makes it inevitable that there will be a continual debate about regulation. It is, at present in Britain, a rather noisier debate than usual. Not only have some utilities been calling for a radical overhaul of the regulatory regime, two leading institutional investors, Prudential and Barclays de Zoete Wedd Investment Management, are pressing water companies to appeal to the Monopolies and Mergers Commission if their regulator's new price limits turn out to be too tight. Sir Bryan Carsberg, director-general of fair trading, has now stepped in with a warning against over-ambitious reform of the system. On the whole, Sir Bryan has the better arguments.

While shareholders and consumers have both done well out of the utilities since privatisation, it is the shareholders who have had the better deal. The government was insufficiently ambitious, early on, in introducing competition into hitherto monopolistic industries; pricing formulae did not take into account the full scope for efficiency gains. Now that the pricing arrangements have been tightened and increased competition brought to bear, both management and investors feel uncomfortable. That is precisely what ought to be happening. There is no reason why customers should, in the words of Mr Ian Byatt of Ofwat, find themselves on an endless price escalator. Nor should the utilities be an engine of inflation in the wider economy.

### Regulatory improvement

That is not to say that there is no room for regulatory improvement. The regulators have frequently been accused of a lack of openness in their deliberations over the industries' affairs. That, admittedly, could not be said of Mr Byatt in his protest and well-publicised review of prices. Indeed institutional investors would not be in a position to question his methodology if it had been otherwise. But there remains a wider question about formalising procedures for disclosure and scrutiny of the regulatory process.

Mr John Baker, chief executive of National Power, has argued in the Financial Times for a clearer definition of the role and objectives of the regulators.

It is hard to disagree with those proposals that call for transparency. In capital intensive industries with long investment pay-back periods there is a premium on predictability and the reduction of regulatory risk. Whether wider upheavals are called for is the more contentious issue.

In practice the supposed "cult of personality" among the watchdogs, which was probably necessary in the early days of privatisation, when powerful industrial barons were reluctant to submit to a new regulatory regime, is on the wane. It is not obvious that there would be great synergy in combining the regulation of industries as different as telecommunications and water. A fruitful dialogue between the regulators already exists; and there is a risk that an element of competition between the different watchdogs, a benefit of the present diversity, would be lost.

### Greater transparency

Moreover, an all-powerful, high-profile regulatory giant might be more susceptible to political pressure than the present plurality of watchdogs. The same worry would arise with tribunals if their membership was open to the representatives of specific interests. A fast-track appeals procedure to the MMC has more appeal. But the danger here might be that the present trench warfare between conflicting interests would become institutionalised in a destructive fashion.

On balance the present system has worked surprisingly well, avoiding the standard pitfalls of regulatory capture and excessive legalism of the kind that dogs US utilities regulation. A steady evolution thus looks more desirable at this stage than a radical overhaul. But the legitimacy of the evolutionary approach would be enhanced by a regular review of the regulatory process. The Office of Fair Trading is the appropriate body for this task.

## Ukraine adrift

The results of the Ukrainian elections could be worse, but not much. There has appeared no Ukrainian Zhirinovskys who would lead the country in a quest for national parity and inevitable war with Russia. The economy and its allies are not likely to be a majority in the parliament after a third round of voting. Conflicts over the Black Sea Fleet and the Crimean peninsula are so far localised and are being managed, albeit with many alarms.

But the results have shown a country divided and confused over several central issues. Where the previous parliament and president Leontiev Kravchuk, who over the past three years has at least provided some stability and continuity - at the cost of an insupportable inertia on economic or any other reform - has dithered fatally over his future intentions. He is now demanding a strong presidency as his condition for standing for re-election, a condition unlikely to be granted him by the new Rada.

Ukraine's disputes with Russia - over the Black Sea Fleet, the status of Crimea, the supply of Russian gas and the payment of Ukraine's vast debt to Russia - are coming to a head at the same time as the parliamentary results are coming in. All demand very tough decisions from a power structure now even less capable of making them. The dominant view in the parliament probably favours closer ties with Russia, and an attempt to revive the old command economy. But the west of the country has returned a number of deputies who are intransigently hostile to such a strategy and who could become not just a fierce opposition but a prey to extreme, even violent strategies.

### Complete collapse

Economics overshadows everything. In Ukraine the official figures show complete collapse. Even correcting these with the unre-

ported and apparently quite large "black" sector, the economy is in a crisis so deep that any effort to reform it will not produce a significant improvement in miserable general living standards for some years to come - an approach which has no political champion.

### Greater priority

Is there anything the west can do about all this? Only at the edges. The trilateral agreement between Russia, Ukraine and the US on the dispatch to Russia of nuclear weapons stationed in Ukraine in return for enriched Russian uranium has so far worked well, and might provide a model for the solution of other conflicts. The newly evident concern by western countries, particularly the US, to give Ukraine greater priority in assistance, diluting the former policy of "Russia first", should be continued. The international financial institutions, which have been engaged in largely fruitless dialogues with the Ukrainian authorities for more than two years, are clearly anxious to lend if they can find a glimmer of hope for continued reforms like that which the International Monetary Fund found in Russia. But with these important if limited exceptions, foreigners can only sit and watch.

The most important outside determinant of Ukraine's future will be Russia. So far, it has been relatively restrained - always willing to strike an agreement and avert a showdown. Even this week, with tensions running high over the Black Sea fleet, the response has been to send a senior delegation for talks in Kiev.

Russia would be wise to continue to show restraint. However, inflamed local tensions become, Moscow has a strong interest in preventing them from spreading and in making a weaker neighbour. This means finding mechanisms to deal with the debt and a workable compromise on the Black Sea fleet. Above all, it means not giving encouragement to those on the Crimean peninsula who agitate for union for a harassed nation, but unless it is filled, the danger of outright conflict, with incalculable consequences for Europe, can only grow.

"Can we [west Europeans] take it for granted that we will remain sufficient leaders in a sufficient number of sectors to survive - in the face of countries with populations infinitely larger than ours and with levels of social protection infinitely smaller? I say we should leave this to the market, but only up to a certain point. What is the market? It is the law of the jungle, the law of nature. And what is civilisation? It is the struggle against nature."

Edouard Balladur, prime minister of France, Financial Times, December 31 1993.

Mr Balladur's very French perspective on the relation between market and state is wrong. It is wrong, partly because the market is a sophisticated mechanism, whose functioning depends on civilised social restraints. If anything, it is the state that needs to be civilised. In the European Union, treaty articles enshrining principles of competition were the chosen way to contain the destructive proclivities of European nation states. To see what happens when states try to "civilise" the market, look at the common agricultural policy, which has created a trading jungle.

Mr Balladur's view is more than wrong. It is also dangerous. The collapse of communism offers a unique opportunity to develop a prosperous and liberal global economy. As the world's largest single trading entity, the EU must play a central role in securing this opportunity. The question is whether it will. If it pays too much attention to the fears voiced by Mr Balladur, it will not.

Historically, the EU's approach to international trade has been a compromise which can best be labelled "managed liberalism". In this, the Union has largely followed the US, combining large reductions in average tariffs with the introduction of non-tariff barriers and reliance on measures of contingent protection, such as anti-dumping.

The special feature of US trade policy is self-righteous pursuit of fairness; in EU policy, it has been an ad hoc device. European states impose relatively high taxes and tight regulations on their economies. The share of public spending in gross domestic product in France or Germany is some 20 percentage points higher than in Japan, for example. Similarly, direct taxation of labour in these two states is some 25 per cent of GDP, against 15 per cent in Japan. High taxes and stiff regulations are threatened by free movement of goods, services and factors of production. This is why regulatory harmonisation was a theme of the Maastricht treaty. Countries with high taxes and regulatory standards insist they be adopted by poor coun-

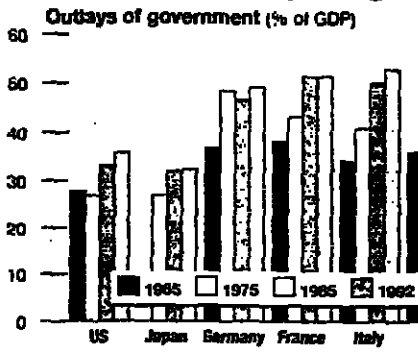
tries with which they trade freely. The latter then demand transfers to compensate them for the costs they are required to bear. But the logic demanding internal harmonisation entails either the extension of that principle worldwide or, failing that, plain protection.

Liberal trade also multiplies the costs and visibility of policy-induced distortions. In the EU, the most important such distortions lie in the labour market. Unemployment has been rising cycle-by-cycle over two decades. Worse, between 1980 and 1993, employment grew by almost 90 per cent in North America, by well over 40 per cent in Japan and by a mere 10 per cent in the EU. Worse still, while 80 per cent of employment growth in North America over the past two decades has been in the private sector, two-thirds of what little growth there has been in the EU has been

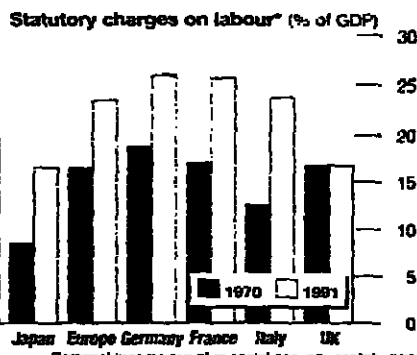
# A fortress would be no defence

Europe must choose decentralisation and liberal trade, not harmonisation and protection, argues Martin Wolf

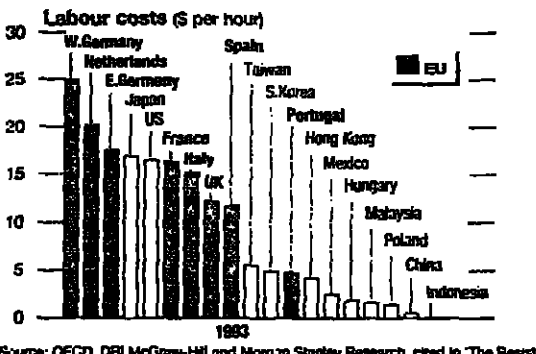
### High European public spending ...



### ... taxes on labour ...



### ... and wage costs relative to productivity ...



### ... equals rising unemployment



Source: OECD, DPI, McGraw-Hill and Morgan Stanley Research, cited in 'The Resistible Appeal of Fortress Europe'

related pressures: a desire to contain the forces of policy competition among states; growing pressure from a dynamic world economy on the faltering European one; and the aim of cementing a nascent European political identity.

European states impose relatively high taxes and tight regulations on their economies. The share of public spending in gross domestic product in France or Germany is some 20 percentage points higher than in Japan, for example. Similarly, direct taxation of labour in these two states is some 25 per cent of GDP, against 15 per cent in Japan. High taxes and stiff regulations are threatened by free movement of goods, services and factors of production. This is why regulatory harmonisation was a theme of the Maastricht treaty. Countries with high taxes and regulatory standards insist they be adopted by poor coun-

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in the public sector. Many of these are not jobs. They are transfers. Growing supplies of labour-intensive manufactures threaten to worsen the EU's employment problem.

Finally, there is the aim of political integration. The European states are divided by language, culture and historical sympathies. How are they to be united? Historically, mercantilism - the combination of internal free trade with protection at the borders - helped overcome similar barriers in the emerging European nation states. Nothing would be more natural than for a nascent European super-state to enhance integration by underpinning internal differences and emphasising external ones. This could be justified by the need to regain economic sovereignty allegedly lost by individual member states.

How are such pressures to be

resisted? Partly by argument. The starting point must be the costs of protection. Perhaps the most significant is the damage to export performance done by inward-looking liberalisation. Between 1980 and 1991 the value of the EU's internal trade in manufactures rose 187 per cent, but its external exports increased only by 79 per cent, far behind the increase of 129 per cent achieved by the US and 146 per cent by Japan.

It is no less important to understand that harmonisation is not a precondition for liberal trade. Rather, diversity should be welcomed as a potential source of gains. This is partly because competition among different regulatory regimes constrains the state by making the effects of its interventions more transparent. But diversity is also a reflection of differences among countries in their wealth, resources and values.

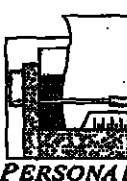
Even the concern about low-wage labour must be kept in perspective. Trade has had less effect on the earnings of the unskilled than technology. More important, protection is an ultimately self-defeating way of preserving unskilled labour's earnings. Far better would be a mixture of more investment in education with subsidies to - or less taxation of - unskilled labour.

A Europe of harmonisation, of regulation, of centralised political decision-making is likely to become a protectionist Europe. The logic urging harmonisation of labour standards demands their worldwide extension. Policies leading to poor economic performance prompt a demand for protection at the border. Finally, political integration may demand reinforcement of a sense that Europeans are the embattled minority described by Mr Balladur.

The EU is economically valuable because it has forced member states to follow more liberal economic policies. Its large economic size is not itself an important source of gain, as the contrast between the high incomes per head of tiny Singapore or Taiwan, with the poverty of China suggests. Size does not ensure self-sufficiency. Europe's choices must be decentralisation and liberal trade, not harmonisation and protectionism. On that depends the future of its struggling economy. On that, too, depend the prospects for harmonious economic development worldwide.

*The Resistible Appeal of Fortress Europe, by Martin Wolf, is published jointly today by the Centre for Policy Studies, 32 Rochester Row, London SW1P 1LT, and the American Enterprise Institute for Public Policy Research, 1150 Seventeenth Street, N.W., Washington DC 20036.*

# Breaking the spiral of corruption



### PERSONAL VIEW

Transnational bribery in pursuit of arms deals, large construction projects and even consultancy contracts is a growing phenomenon in the global economy. In the UK there has been the furor triggered by allegations about the Pergau Dam affair. Rather less attention, though, was paid in 1993 to the "Foxley" case, in which an official in the Ministry of Defence was found guilty of having accepted £1.5m in bribes (in 1984) from arms-makers companies in Italy, Germany and Norway.

In Europe until the 1990s indirect or direct corruption of officials and politicians in the south by companies in the north was considered a part of the "cultural norm" of the south.

Some companies avoided the phenomenon by insisting on a "no bribes" internal code of conduct; multilateral development institutions chose to believe that the bidding procedures they required of client countries in the south to use

were foolproof.

Such attitudes are bolstered throughout the European Union by provision for all transnational bribes to be tax deductible when shown as necessary expenditure for the generation of business, and by the legal doctrine of "extra territoriality", by which national citizens cannot be pursued for paying bribes in other countries. Yet, nationally, nearly all EU member states have made bribery (both of public officials and between companies) a criminal activity for most of this century. In contrast, the US passed tough legislation placing transnational bribery on the same criminal footing as domestic bribery in 1977.

This double-think in the EU (and Japan) is no longer tenable. First, the global market regulated by the General Agreement on Tariffs and Trade requires a convergence of ethical and business standards if its "fair trade" assumptions are to be sustained.

Second, the 1993 impeachments of the presidents of Venezuela and Brazil and the political crises of Japan and Italy have shown the

potentially disastrous effect of widespread corruption on political and economic stability.

Third, the growth of multi-party democracies in former one-party states has placed the issue high on the political agenda in many countries of the south and the "east". Finally, the link between corruption and non-development, particularly

in Africa, is no longer contestable.

What can be done? The key, as with drugs trafficking, is to recognise business bribery as an international crime

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national conventions - as with the 1993 Council of Europe convention on money laundering - are designed to ensure the possibility of global action and such a convention was prepared by a sub-committee of the Economic and Social Council of the UN in 1979, but never submitted to the General Assembly. It should be revived.

More immediately, OECD governments should support tough measures in the current OECD working party on illicit practices which will meet later this month to make a series of recommendations to ministers of finance. The EU members of the OECD, strengthened by the judicial provisions of the Maastricht Treaty, could move rapidly to legislate against transnational bribery within the EU and negotiate mutual agreements with other countries. The leaders of the Group of Seven leading industrialised countries, meeting in June, could pledge their commitment to a UN and/or Gatt convention. Multilateral and bilateral aid officials could standardise a global code of conduct for aid contractors.

All of these measures, or a combi-

nation of some of them, would make it easier for reform-minded political leaders to take an effective stand. There is currently an assumption that no large deal can be completed in many countries of the south without a bribe being paid. This assumption can only be broken with the co-operation of the north, which reform-minded leaders in the south are actively seeking.

Such co-operation is achievable, and at no cost in aid terms. In the medium term it would increase world gross domestic product by reducing the cost of many large investment projects by up to 25 per cent, without reducing the net return to international contractors. It would also be a significant step in the development of a global business ethic, a vital concomitant to a positive global business environment.

### Laurence Cockcroft

The author is a board member of Transparency International, the Berlin-based anti-corruption organisation.

## OBSERVER

### Not bossed about

■ Bewilderment in the wake of Lancer Boss's decline into receivership is nowhere greater than at the company's Spanish subsidiary Boss España. Employees at the factory in Basque Country claim they have been left out in the dark but also without a boss. Their two senior managers, both British, have not been seen since the receivership decision on Friday. Thomas Gray, production director, and James English, financial chief, are reckoned to have done a bunk to the UK.

For want of any further instructions, the company's 180-strong workforce is dutifully carrying on producing trucks - while trying to talk to Grant Thornton. The receivers however maintain that the Spanish operation is not itself in administration, and that the UK company would like to establish a commercial relationship with Boss España as a separate entity. Only problem is, with Barcelona Boss remains bossless, who does Leighton Buzzard Boss deal with? Even the receiver had to admit that it was a "complex" situation.

### Unfrocked

■ Strange stirrings at National Westminster Bank. Nearly 75 years

after one of its predecessors, National Provincial, welcomed Coutts & Co, the Queen's bankers, into its fold, NatWest has decided to try and exploit one of the best brand names in private banking. David Went, the 47-year-old boss of NatWest's Ulster Bank, has been catapulted into above Ian Farnsworth, the sensible chief executive of Coutts & Co, and Jean-Pierre Gueni, the ex-Citibank running Coutts' international operations, to be the first over group chief executive of Coutts. There is even talk that the new boy will not don the traditional frock coat, standard uniform for Coutts' managers for the last 300 years.

### Dream house

■ Spotted in the accommodation to rent columns of The Eastern Daily Press: Little Storing, 3-bed semi det house, sfgh, garden, carport, £240 pcm. Ring Gotobed. Who else?

### Honk honk

■ Should HSBC shareholders be concerned about this week's defections from Midland Global Markets? Vito Baxi, who had made a lot of money for the bank's own account in last year's obligingly bullish fixed income markets and Gerry Reynolds, who was mysteriously put in his place as head of proprietary trading last



### Burundi Bill

December, have both packed their bags, destination unknown. There's been a wrangle about bonuses, but some in the City are convinced that there are some possible hefty losses too. MGM would hardly be alone if it had dropped a cent or two in the first quarter of this year, a time of extraordinary volatility ever since the Federal Reserve raised its rates. But clearing banks are not supposed to behave in quite the rash way hedge funds do. Whether or not Baxi and colleagues are have suffered what the rumour mongers suggest, people who earn bonuses on positions that subsequently turn sour, can expect unsympathetic glances from their pals.

### Bolshie Boris

■ The man from Ivanterribilegrad - Vladimir Zhirinovskiy - is under fire from Boris Fyodorov, Russia's pugnaious former finance minister. Fyodorov is renaming his 26-member "December 12" parliamentary faction the "Liberal Democratic Union" - not a million miles away from Vlad the Impaler's "Liberal Democratic Party". "Somebody has to challenge

The HSBC balance sheet has easily accommodated some spectacular losses in the past. But it might be worth shareholders raising the odd question at the annual meeting on May 27.

### Burundi Bill

■ Of course, Bill Clinton would never say a bad word in public about Bob Krueger. Sure, the former senator from Texas, appointed to fill Lloyd Bentsen's seat, often voted against his president, though both are Democrats. True, Krueger got thrashed by Kay Bailey Hutchison last year, giving the Lone Star state far too Republican a look and the Senate a smaller Democratic majority. Such political adroitness is deserving of its own special rewards: thus Bob Krueger has just been nominated as the next US ambassador to Burundi.

### Bolshie Boris

■ The man from Ivanterribilegrad - Vladimir Zhirinovskiy - is under fire from Boris Fyodorov, Russia's pugnaious former finance minister. Fyodorov is renaming his 26-member "December 12" parliamentary faction the "Liberal Democratic Union" - not a million miles away from Vlad the Impaler's "Liberal Democratic Party". "Somebody has to challenge

him," says Fyodorov, marked that Zhirinovskiy's party name connotes values somewhat removed from its neo-fascist ideology. Boris hopes that by the 1996 elections voters may choose the Liberal Democratic Union - from confusion if not conviction.

Boris adds: "I'd love Zhirinovskiy to try to hit me," recalling Vlad's previous punch-ups, including one over his allegedly queue-jumping in the parliament's restaurant. Zhirinovskiy clearly espouses free market attitudes nowadays. In France yesterday, having lost his cap at a meeting of the Council of Europe, he advised the thief "not to sell it straight away, because the price of my hats will increase enormously in the near future."

### Conductor choice

■ The privatisation of British Rail promises to spawn a whole new generation of excuses. Under the previous regime clear explanations were rarely given for things going wrong, thus avoiding the need to point the finger of blame at anyone in particular. No longer. When the 19.50 Waterloo to Portsmouth Harbour left a few minutes late the other night the "senior conductor" explained to passengers - now travelling courtesy of South West Trains - that the delay was due to the signalman [now employed by Railtrack] having made a mistake and let the 19.53 Bournemouth train out first.



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# FINANCIAL TIMES

Friday April 15 1994

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## Troops shell Tuzla and threaten UN forces

# White House and Nato warn off Bosnian Serbs

By Edward Mortimer and  
Laura Silber in Zagreb

The Bosnian Serbs received stern warnings from the White House and Nato yesterday after troops threatened a UN compound near Sarajevo with a tank, and shelled the safe haven of Tuzla.

The UN said Serb forces moved in on French soldiers at a UN depot at Krivoglaz, just outside Sarajevo, and tried to take back heavy weapons surrendered in February as part of a deal to avert air strikes.

Nato officials said the shelling of Tuzla, seen as a direct challenge to the UN commander, General Sir Michael Rose, died down after US, British, French and Dutch aircraft buzzed the Serb positions.

The alliance also warned that it still had a mandate to make air strikes against heavy weapons in the Sarajevo area. Nato aircraft were in the air and ready to strike, one US official said.

President Bill Clinton said the Bosnian Serbs would be making a mistake if they treated the UN or Nato personnel as combatants.

He accused them of trying to "leverage their position" by detaining UN staff in Serb-controlled territory.

The attack on Tuzla, a UN-designated safe area in north-eastern Bosnia, was a direct challenge to Gen Rose, who this week prompted Nato to carry out air strikes against the Serb forces attacking Gorazde, another safe haven.

The airport at Tuzla is an especially provocative target. Three weeks ago, the UN declared it open as a route for relief supplies to central Bosnia, but no aid flights have yet landed there because Serb forces insist on having their own monitors on the spot - a demand rejected by the Bosnian government.

Tuzla is the centre of the largest region of Bosnia still under government control.

In Belgrade, the local office of the United Nations High Commission for Refugees reported mounting harassment, with Molotov cocktails thrown at its premises and vandals slashing the tyres and smashing the windows of UNHCR vehicles.

The Belgrade office of the relief agency Unicef has also received bomb threats, and a UNHCR official was threatened with pistols as she was about to be interviewed by a western television team.

Lord Owen, the EU mediator, said yesterday that the shelling of Tuzla "can only be a direct provocation".

He was speaking on board a Ukrainian Yak 40 aircraft which was taking him and his UN colleague, Mr Thorvald Stoltenberg, back to UN headquarters in Zagreb. They were returning from talks with Mr Radovan Karadzic, the Bosnian Serb leader, in his mountain stronghold of Pale, and with Gen Rose in Sarajevo, where 4,317 UN troops and other personnel are encircled by Serb checkpoints.

The mediators themselves had considerable difficulty in reaching the airport from Sarajevo, as the Serbs have blocked the main road with containers, so that the party had to take a detour through the suburb of Dobrinja, where they were held up by a traffic jam of UN vehicles.

## Shopping lists come in for new world trade body

By Frances Williams  
in Marrakesh

The 120-plus nations at the ministerial meeting of the General Agreement on Tariffs and Trade in Marrakesh have begun to set the agenda for future trade negotiations - even before the formal signing today of the Uruguay Round world trade accord.

After nearly eight years' labour on the Uruguay Round, ministers are presenting shopping lists for the new World Trade Organisation to be set up next year.

They are establishing one committee which will be charged with preparing items for the WTO's initial work programme, and another with a wide-ranging brief to examine links between trade and the environment.

This week's meeting highlights the preparatory committee's delicate task in striking a balance in the WTO's agenda between the interests of rich and poor nations, and in cutting the list to manageable proportions.

Pressure from industrialised countries, led by the US, to make worker rights a priority has antagonised developing countries and sparked calls for negotiations on many issues, from labour mobility to company law.

Arguing that rich nations stand to corner the lion's share of Uruguay Round benefits, developing countries this week raised an alternative agenda. Their ministers have urged discussion of labour mobility, restrictive business practices of multinational corporations, commodities trade and fluctuating exchange rates.

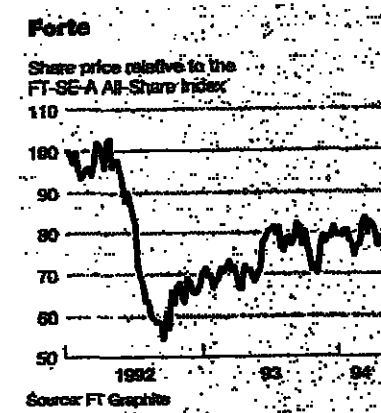
Developing countries also want stronger WTO mechanisms to help them expand export capacity and to compensate Round losers through aid and debt relief. Meanwhile, the European Union, the US and others have proposed talks on competition policy, Japan wants regional trade blocs and investment rules on the agenda, and Italy wants to examine harmonisation of company and commercial law.

On trade and the environment, developing countries were eventually won over by assurances in the new committee's brief that they faced no threat from disguised protectionism under environmental cover.

## Hostage to fortune

THE LEX COLUMN

FT-SE Index: 3131.7 (-14.1)



Even allowing for the Bundesbank's fondness of wrong-footing financial markets, the timing of yesterday's discount rate cut is difficult to fathom. With money supply and inflation figures due next week, the central bank appears to have made itself a hostage to fortune. Perhaps the authorities already have an inkling of the likely data. Either way, the collapse of the Schneider property empire is a reminder of the pain still being suffered by German companies and banks. While there does not appear to be any systemic danger arising from the collapse, that may have been enough to swing the council behind a quarter-point cut.

The worry for financial markets accustomed to half-point cuts is that a smaller reduction might signal the beginning of the end. By setting a variable rate repurchase tender next week, the Bundesbank appears to be signalling that money market rates will drift lower for the time being. The 70 basis point gap between the money market repurchase and discount rates leaves plenty of room for that. If the central bank expects inflation to fall below 3 per cent in the second half of this year, real interest rates will rise without further action. Lower short rates will also be required to shepherd investors out along the yield curve, as the Bundesbank remains keen to do.

Such arguments point to a gently falling repurchase rate for some time yet. The reaction of the foreign exchange markets yesterday - the D-Mark actually strengthened against the dollar - suggests that the currency presents no obstacle.

Forte

The good news from Forte is that trading has finally started to improve, at least in its London hotels where occupancy rates have risen and the bargain hunters are being squeezed out. The bad news is that there is a long way still to go before the company is lifted off interest cover of just 1.8 times. Even after last year's reduction, the dividend is still not covered by earnings before exceptional items. The annual results show the cash position remains tight. Indeed there would have been a substantial outflow in 1993-94 without the impact of disposals, lower capital spending and last year's enhanced scrip dividend.

Forte argues, probably rightly, that it can live with this situation a while longer. There is more recovery to come and the company has yet to reap

to expand its international cement interests, slipping steadily down the global rankings over the past decade. Global scale is certainly not an absolute prerequisite for success. Local market dominance is perhaps a more critical determinant of profitability. But the strong performance of Blue Circle's cement businesses in Chile and Malaysia shows how it is actually rather good at finding fruitful expansion avenues overseas.

The relatively new management can hardly be blamed for past mistakes. Indeed, it now exhibits a commendable determination to make existing assets work harder. Volume and price rises for cement in the US and the UK should push profits strongly this year. The hope is that the cost-cutting efforts in home products should bear fruit thereafter. Perhaps that would be the moment to demerge the division altogether and refocus all efforts on doing what Blue Circle does best.

Axa

After yesterday's solid full-year figures, it might seem strange that Axa has underperformed the French equity market by 20 per cent in the last six months. The profits recovery at the Equitable of the US is stronger than expected when Axa bought its 49 per cent stake in 1991. In Europe, the cyclical upswing in insurance markets is starting to help. Since insurance premiums are still rising in France and Axa's London market operation is only just climbing back into profit, the recovery has some way to run.

Yet by buying into the Equitable, Axa now generates 40 per cent of its premium income in the US. The impact of rising interest rates on the Equitable's life insurance business - and Donaldson Lufkin & Jenrette, the investment bank which contributed most of last year's US profits - is a reason for caution. The optimistic forecasts which pushed Axa's shares ahead last year have now been scaled back.

Besides, while stock and bond markets are falling, investors are probably more concerned with asset values than earnings. Last year's bull market in bonds more than offset a 17.1bn write-down in the value of Axa's property portfolio. But while the pain in property has now been taken, falling securities markets are still a threat. Until the shadow of a global bear market has been lifted, Axa will probably continue to trade at a substantial discount to net assets.

Blue Circle

Blue Circle's results add further ballast to the argument that the company took the wrong route in the late 1980s by diversifying into home products. The vibrant profits growth in heavy building materials provides a marked contrast to the lacklustre progress made in home products, where operating margins are only half those attained elsewhere. The slim burn mark resulting from Blue Circle's failed diversification into incineration equipment throws up a fresh embarrassment.

Not only has diversification dulled the group's recovery, it has also meant the company has missed opportunities

## Virgin-Delta link-up offers UK lever on 'open skies'

By Paul Betts, Aerospace  
Correspondent, in London

The UK government is expected to use Virgin Atlantic's deal with Delta Air Lines as a lever to revive "open skies" negotiations with the US.

The US walked away from the talks in January after rejecting UK proposals for a gradual three-stage liberalisation of air services between the two countries. Washington insisted on immediate access for all US carriers into London's Heathrow airport.

But the partnership announced this week by Virgin and Delta, the third-biggest US carrier - which has been vigorously campaigning to gain access into Heathrow - appears to have strengthened Britain's hand in bringing the US back to the negotiating table.

Mr John MacGregor, UK transport secretary, is expected to hold preliminary talks with Mr

Federico Peña, his US counterpart, during the next ten days to discuss the Virgin-Delta deal.

Both governments must approve the commercial partnership between Virgin and Delta, which would give the US carrier access to Heathrow through ticket code-sharing and seatsale agreements with Virgin.

The UK is likely to insist that its approval for the code-sharing will hinge on resolving the broader issues in the stalled "open skies" negotiations between the two countries.

Mr MacGregor is also expected to make new proposals to the US to resolve the current deadlock in the talks.

The UK is seeking the relaxation of US restrictions on foreign ownership of US airlines as well as wider access into the US domestic market. It has so far not been prepared to open up immediate access to all US carriers into Heathrow, which under the

existing regime can only be served by United Airlines and American Airlines.

British Airways wants to extend its existing code-sharing agreements with USAir, the financially troubled sixth-largest US carrier.

Virgin said last night it had had contacts with the UK government before announcing its deal with Delta, which in turn had discussions with Mr Peña.

"We feel very confident that the deal will be approved because it is in the interest of consumers as well as for both the US and UK airline industries," Mr Richard Branson, Virgin chief, said last night.

It said its reciprocal frequent-flyer programme agreement with Delta and an agreement to share airport facilities with its new US partner did not require government approval.

BA fare cuts, Page 9

Agenda takes shape, Page 8

## Leipzig counts cost of Schneider fall

Continued from Page 1

In other cases, Mr Schneider approached former Jewish owners who had been forced to flee Nazi Germany before or during the second world war. One of them was the Bamberg family, now living in Canada, who had once owned a large clothes shop at the Königsplatz, in the theatre quarter.

"Mr Bamberg had the right to get his property back," said another city official. "When Mr Schneider heard about this man returning, he offered Mr Bamberg a price which I think he found difficult to refuse - and I believe above the market rate at the time. The thing is that Mr Schneider then had to jack up the rents to cover the purchasing and renovation costs."

As Mr Schneider raised rents, prices in the property market, which went through a boom in 1991 and 1992, started to fall.

According to Jones Lang Wootton, which has 120,000 square metres of property on its books in Leipzig: "Top rents have come down from the peak achieved for short-term letting in 1991 to a more sustainable DM35-DM40 a square metre."

## Bundesbank

Continued from Page 1

rates. Mr Tietmeyer said there was no need to abandon the M3 measure of broad money supply as the central bank's most important indicator of medium-term inflationary developments.

The development of M3 would be studied carefully in the months ahead.

**FT WEATHER GUIDE**

**Europe today**  
Strong high pressure, just west of Ireland, will be dominant throughout Europe today. Low pressure on the continent will bring showers or steady rain. Northern parts of Italy, including Corsica and Sardinia, will get outbreaks of showery rain and thunder storms will move in from the south. Western parts of France and the Benelux will have mainly light showers. The UK will stay mostly dry with occasional sunshine, although a warm weak front will bring some drizzle in the north-west. Norway and Sweden will be dry with sunny spells, while Finland and the Baltic States will have rain or showers. Portugal and Greece will be dry and sunny, but hazy showers will develop over southern and south-eastern Spain.

**Five-day forecast**  
Low pressure will spread from southern Europe slowly northward. By Sunday or Monday, most countries on the continent will likely get showers or outbreaks of rain. Eastern parts of Europe will stay very warm with scattered afternoon thunder storms. The UK, as well as the Iberian peninsula, will stay mostly dry.

**TODAY'S TEMPERATURES**

Location	Max	Min	Location	Max	Min	Location	Max	Min
Abu Dhabi	34	24	Beijing	26	12	Caracas	32	22
Algiers	28	18	Belfast	12	8	Cardiff	10	6
Amsterdam	11	8	Berlin	13	9	Cebu	30	22
Athens	28	18	Bombay	36	28	Chicago	13	9
Bahia	28	18	Brussels	12	8	Cologne	12	8
Bangkok	32	24	Buenos Aires	21	15	Dakar	33	25
Bombay	36	28	Calcutta	32	24	Delhi	37	29
Buenos Aires	21	15	Chengdu	10	6	Dubai	33	25
Calcutta	32	24	Cairo	28	18	Dublin	11	7
Cape Town	24	14	Dubrovnik	20	16	Edinburgh	10	6
Cardiff	10	6	Frankfurt	12	8	Faro	20	16
Cebu	30	22	Glasgow	10	6	Geneva	12	8
Chicago	13	9	Hamburg	12	8	Helsinki	10	6
Cologne	12	8	Hong Kong	28	20	Istanbul	21	15
Dakar	33	25	Jaipur	32	24	London	11	7
Delhi	37	29	Karachi	33	25	L. Angeles	22	18
Dubai	33	25	Kuala Lumpur	32	24	Las Palmas	21	17
Dublin	11	7	Lima	28	20	London	11	7
Edinburgh	10	6	Lisbon	18	14	Luxembourg	11	7
Faro	20	16	Madrid	12	8	Lyon	10	6
Geneva	12	8	Manchester	10	6	Madeira	19	15
Hamburg	12	8	Mexico City	25	19	Manila	30	22
Helsinki	10	6	Miami	28	20	Montreal	18	14
Hong Kong	28	20	Moscow	10	6	Munich	12	8
Jaipur	32	24	Nairobi	28	20	Naples	18	14
Karachi	33	25	Osaka	18	14	Nassau	25	21
Kuala Lumpur	32	24	Paris	12	8	Nice	18	14
Lima	28	20	Perth	11	7	Norwich	10	6
Lisbon	18	14	Prague	12	8	Osaka	18	14
London	11	7	Rangoon	30	22	Porto	18	14
Luxembourg	11	7	Reykjavik	10	6	S. Francisco	20	16
Lyon	10	6	Rome	18	14	Seoul	23	19
Madeira	19	15	Singapore	30	22	Stockholm	18	14
Manila	30	22	Strasbourg	11	7	Sydney	17	13
Montreal	18	14	Taipei	25	19	Tamper	19	15
Moscow	10	6	Tel Aviv	29	25	Tokyo	20	16
Munich	12	8	Toronto	18	14	Vancouver	12	8
Nairobi	28	20	Venice	15	11	Vienna	18	14
Osaka	18	14	Washington	26	22	Winnipeg	10	6
Paris	12	8	Zurich	10	6			

Situation at 12 GMT. Temperatures maximum for day. Forecasts by Meteo Consult of the Netherlands

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# FINANCIAL TIMES COMPANIES & MARKETS

THE FINANCIAL TIMES LIMITED 1994

Friday April 15 1994

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## IN BRIEF

### Falling prices hit Belgian steelmaker

The crisis in the European steel industry was highlighted yesterday when Cockerill Sambre, Belgium's largest steelmaker, announced a loss of FF6.5bn (\$1.64bn) for 1993. The company blamed falling prices and sales. Page 20

**Audi drops into the red**  
Audi, the performance car division of Volkswagen, reported a 1993 loss of DM59m (\$32m) down from a DM172m profit the previous year. Page 20

**IBM to make Intel chip clones**  
International Business Machines is to make clones of Intel's microprocessors designed by Cyrix, a Texas semiconductor company. Page 21

**J.P. Morgan falls in first quarter**  
J.P. Morgan, the US banking group, has reported a 20 per cent fall in first quarter net income, mainly because of a sharp drop in revenues from trading in global financial markets. Page 21

**Crédit Lyonnais confident**  
Crédit Lyonnais, the troubled state-owned French bank, should achieve a capital adequacy ratio in excess of the minimum international standards before it is privatised, Mr Jean Perrele, the bank's president, said yesterday. Page 21

**BSkyB to raise £500m**  
British Sky Broadcasting (BSkyB), the satellite television venture, is raising £500m of non-recourse bank finance to enable it to repay loans from its shareholders. Page 22

**Anglo losses deepen to £18m**  
Anglo, the London-based holding company of Europe's largest media-buying and planning group, has announced 1993 pre-tax losses of £18m (\$26.3m), compared with restated losses of £11m for 1992. The group also confirmed that Mr Michel Lefebvre, chief financial officer, would be leaving "in due course". Page 23

**Laura Ashley rises 40%**  
Laura Ashley, the fashion retailer, was tight-lipped about the sudden departure of its chief executive as it announced a 40 per cent increase in pre-tax profits to £3m (\$4.4m). Page 23

**Sugar notes on sugar bid**  
The Tully and South Johnstone sugar mills in Queensland have stickers on their buildings saying: "Crush the Tate & Lyle bid". Inside, managers are lobbying local shareholders who hold the key to the UK sweetener group's offers, worth A\$121m (US\$86m) by phone. Page 24

**Holiday Inn plans European expansion**  
Holiday Inn, the hotel chain owned by Bass, the UK brewery and leisure group, hopes to open more than 100 of its budget hotels, Holiday Inn Express, in Europe. Page 25

**FT Gold Mines Index**  
The FT Gold Mines Index Committee has announced that Ashanti Goldfields appears likely to meet the eligibility requirements of the FT Gold Mines Index after its scheduled public listing on April 26. Page 26

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Bass	25	Lamont	24
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Brice Cascade	24	NatWest Bancorp	23
Borden	21	Prentick	23
Brooks Service	25	Procter & Gamble	19
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### Chief price changes yesterday

FRANKFURT (DM)		
Bankmark Govt bonds	1215	+ 35
Bank futures and options	150.5	+ 4.3
Bank prices and yields		
Commodity prices		
Dividends announced, UK		
EMS currency rates		
European prices		
Fixed interest indices		
FT World Index		
FT Gold Mines Index		
FT/ASIA int bond svc		
FT-SE Asterisks Index		

LONDON (Pence)		
Bankmark Govt bonds	88	+ 5
Bank futures and options	108	+ 5
Bank prices and yields		
Commodity prices		
Dividends announced, UK		
EMS currency rates		
European prices		
Fixed interest indices		
FT World Index		
FT Gold Mines Index		
FT/ASIA int bond svc		
FT-SE Asterisks Index		

## Schneider faces fraud allegations

By David Waller in Frankfurt

Deutsche Bank and the Frankfurt prosecutor's office yesterday launched separate legal actions against Mr Jürgen Schneider, the missing businessman at the centre of the crisis surrounding the large German property group which bears his name.

Their allegations of fraud added to speculation about the reasons for the disappearance on Friday of 59-year-old Mr Schneider.

Deutsche Bank, the biggest creditor to the property group,

alleges Mr Schneider deliberately falsified financial information when seeking a loan for a property development in the Frankfurt city centre. The bank, which has financed eight of Mr Schneider's developments, also alleges Mr Schneider doctored documents when applying to finance the Zeil-Galerie shopping arcade in the city centre.

The Frankfurt prosecutor's office said Mr Schneider had "obviously fled abroad". Sources suggested he told colleagues working at the castle headquarters of the group in Königstein,

in the Taunus hills near Frankfurt, that he was going to Tuscany for Easter.

Creditor banks, owed an estimated DM50m (\$24m), said last night after a four-hour meeting in Frankfurt that there was no future for the various business units which comprise Schneider. However they committed themselves to an orderly solution, without pushing the group into insolvency.

This would mean the step-by-step sale of some of the group's properties, the banks said, together with job cuts. The

majority of banks at the meeting were in favour of a "constructive across-the-board solution" which would preserve as many jobs as possible. Creditor banks would oversee the task.

The bankers met following a warning on Wednesday from Chancellor Helmut Kohl not to push the group into bankruptcy, which could affect jobs throughout Germany's major cities.

The group's total liabilities are believed to be in the region of DM9bn, of which DM4bn is owed to trade creditors, mainly small businesses in the construction

industry which face bankruptcy if Schneider collapses.

Reflecting the government's concern about the impact of the crisis, a taskforce headed by Mr Günther Rexrodt, economics minister, started yesterday to assemble data on the impact of Schneider's problems on the small business sector.

The bankers said that the property group's difficulties were not representative of the situation in the German property market as a whole. They had been caused by "mistakes and deficits particular to this one company".

## Losses at Air France may reach FF9bn

By John Riddling in Paris

Air France, the French state-owned airline, is expected to announce a loss of between FF8bn (\$1.57bn) and FF9bn for 1993, substantially higher than previous estimates of a FF7.5bn deficit, Mr Bernard Bosson, the transport minister said yesterday.

Mr Bosson's estimate, made during a statement to the Senate, the upper house of the French parliament, is the latest increase in losses forecast for the airline. Last September, Mr Bosson said the loss for 1993 would probably be about FF7.5bn. In 1992, Air France reported a deficit of FF3.8bn.

The sharp increase in losses reflects the downturn in the international airline industry. But it also reflects the impact of industrial action last October when the carrier was brought to a standstill by a wave of strikes in protest against a rescue plan. The strikes forced the withdrawal of the plan and the resignation of Mr Bernard Attali as chairman.

Air France declined to comment on last year's results ahead of an official announcement, which is expected this month or next. The airline has said that last October's strike cost FF1.2bn in lost receipts, but the impact of the industrial dispute are complicated by savings, such as fuel supplies, and additional costs for the provision of alternative transport and accommodation for passengers.

The scale of the losses adds to the urgency of a restructuring package being drawn up by Mr Christian Blanc, who replaced Mr Attali as chairman. On Monday, Mr Blanc received strong support in a vote by the company's 40,000 staff for a plan aimed at raising productivity by 30 per cent over the next three years. The plan includes 5,000 job cuts, a freeze on salaries and on promotion, and a reduction in the airline's fleet.

Industry observers in Paris said the losses demonstrated the severity of the airline's problems, but the deficit could strengthen Mr Blanc's hand in negotiations with staff and unions about how to implement his cost-cutting measures.

The French government has pledged a capital injection of FF20bn over the next three years to ease the burden of losses and of debts amounting to about FF85bn. But the capital increase requires approval from the European Commission. Earlier this week, Mr Abel Matutes, the European transport commissioner, indicated that approval for the financing could be linked to the sensitive issue of deregulating the French airline market.

## Tracy Corrigan looks at the impact of a threat to sue over swap losses Finger points at banks after Procter's gamble

A new dimension has been added to the range of risks associated with trading derivative instruments, already the source of sleepless nights for regulators, intermediaries and their clients.

Earlier this week, Procter & Gamble, the US consumer products group, threatened to take legal action against Bankers Trust over losses it incurred on interest rate swaps marketed by the bank.

In the wake of a \$100m after-tax charge in the company's first-quarter results, this has prompted concern among banks that they could be vulnerable to a new type of legal risk litigation by companies which have lost money on complex derivative instruments such as swaps and options.

The grounds for such an action are unclear, however, and Procter & Gamble has declined to expand on its chairman's statement that: "We are seriously considering our legal options relative to Bankers Trust."

One American lawyer said: "The obvious difficulty for P&G is that in theory they are a sophisticated user, not a widow or orphan. But it may be that certain representations were made by Bankers Trust, perhaps some kind of undertaking to help manage the risk."

Bankers Trust, however, claims it "formally recommended that Procter & Gamble limit its risk by insuring all or part of the transactions. Senior officials rejected these recommendations."

But one corporate treasurer said he was puzzled by P&G's use of "geared" swaps, which are more risky than normal swaps. "Why did Bankers Trust sell them this sort of product?" he wondered, noting that it was an unusual type of instrument for a company to use.

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Whether or not Bankers Trust is sued, the crux of the matter - as in virtually every case of large corporate losses, from Allied Lyons' \$150m to Metallgesellschaft's roughly \$1bn - is that internal controls were broken. Procter & Gamble has already admitted that the policies and procedures governing the control of swaps "simply weren't followed in these two isolated swaps".

While this admission may be enough to scupper any potential action, it could still spark further attempts to gain redress for what can be painful losses. "It certainly has the potential to become a growing area of litigation because of the size of the losses and the reliance that clients may be putting on the expertise of financial intermediaries," said Mr Thomas Siebens, a partner at Milbank Tweed Hadley and McCloy, the US law firm.

Procter & Gamble move has awakened painful memories for London bankers of the US local authorities swaps debacle in the 1980s, which left banks facing losses of \$600m (\$876m) when local authorities were found to have acted outside their powers in using these instruments. Some banks were also criticised for encouraging authorities to take highly speculative positions.

Mr Geoffrey Isaac, chairman of MTM Partnership, which advises international companies on treasury management, says as a result, "there has been a lot of tightening in the way these things are marketed".

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## Tobacco row forces change to RJR offer

By Richard Tomkins in New York

The barrage of criticism afflicting the US cigarette industry yesterday forced RJR Nabisco, the US food and tobacco group that makes Camel and Winston cigarettes, into an embarrassing turnaround over its \$2bn stock offering.

It announced that it was changing the terms so that the stock would be convertible into shares in both the food and tobacco parts of the business if the two were split - not just in the tobacco business, as previously planned.

The turnaround comes less than a year after an earlier attempt by RJR Nabisco to spin off its tobacco business failed.

In February this year RJR Nabisco announced that it was launching a \$2bn offer of preferred equity redemption cumulative shares - or percs - to help pay off debt and provide scope for acquisitions.

RJR Nabisco said the percs would be convertible into ordinary shares in the company on a one-for-one basis after three years. But analysts studying the fine print quickly learnt that if the food and tobacco businesses were split, the percs would convert into tobacco stock.

The day after the offering was announced, the US Food and Drug Administration released a letter saying it was considering evidence that might lead to cigarettes being regulated as a drug.

This came amid an unprecedented wave of attacks on the industry from politicians, legislators and anti-smoking groups. Yesterday leading industry figures were called before a congressional hearing to answer allegations that they were manipulating the amount of nicotine in cigarettes to make them more addictive.

Many potential investors had made it clear to RJR Nabisco that they would not be interested in subscribing to a \$2bn share offering linked so closely to the tobacco side of the business.

RJR Nabisco said yesterday: "Our decision was in response to a desire from investors to participate in both parts of the business. We would not have made this decision unless we felt it was the right thing to do in terms of having a successful offering."

Each perc will now be convertible into one share in the food business and one share in the tobacco side in the event of a split.

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## INTERNATIONAL COMPANIES AND FINANCE

## Cockerill Sambre decline steepens

By Gillian Tett in Brussels

The crisis in the European steel industry was highlighted again yesterday when Cockerill Sambre, Belgium's largest steel maker, announced a loss of BFr6.5bn (\$1.4bn) for 1993. This compares with a loss of BFr1.4bn the previous year and a profit of BFr3.6bn in 1991.

The company, which had previously predicted a loss of between BFr4-BFr6bn, blamed falling prices and sales for its poor results.

Sales in the group, whose core activity is the production of flat rolled products normally used in the motor and con-

struction industry, fell to BFr147.4bn, down from BFr147.7bn the previous year. Meanwhile, financial debt rose to BFr6bn, up from BFr4.6bn in 1992.

Cockerill Sambre insisted that conditions should improve next year - a hope being echoed by most European steel makers who argue that the improvement in the car manufacturing industry could start to boost steel prices as early as the summer.

"The first half of 1994 saw a pick-up in steel industry activity and an improvement in prices. This ought to lead to a notable recovery of earnings by June," the company said.

However, Mr Jean Gandois, chairman of Cockerill Sambre, warned that there would be no dividend for 1993, insisting that he wanted to "reserve all possibilities to distribute a dividend on 1994 earnings".

Coming hard on the heels of the steel industry's dispute with the European Commission over its demands for further capacity cuts, the result seems to raise more questions about government policy towards steel plants like Cockerill Sambre, which is partly owned by the Belgian Walloon government.

Earlier this week the commission formally agreed to recommend that it would delay its

threat to withdraw aid to the industry until November to allow the industry more time to develop restructuring plans.

But the delay is contingent on the European steel companies adhering to a pledge that they will not ask for more state aid.

Commission officials privately admit that the temporary agreement has done little to address the broader problems of the steel sector - or entirely remove the anger generated earlier this year when the Commission fined the sector for alleged cartel rigging, imposing an ECU4m fine on Cockerill Sambre.

## Forte holds payout as earnings show fall

By Michael Skapinker, Leisure Industries Correspondent

Forte, the hotel and restaurant group, yesterday announced full-year pre-tax profits of £121m (\$178m), compared with £144m, and said it had seen little improvement in the economies in which it operated. Mr Rocco Forte, chairman, said UK consumer spending was still fragile, but the group was now seeing an increase in business from corporate customers.

Total sales for the year to January 31 were £2.1bn, compared with £2.7bn. Sales from continuing operations were up 11 per cent to £1.6bn.

The final dividend of 4.75p results in a total of 7.5p, unchanged from last year when the payout was cut for the first time in two decades. The dividend was covered 0.9 times by earnings per share of 6.5p before exceptional items. Earnings after exceptional items were 10.2p.

There was an exceptional gain of £34m. The group made an exceptional profit of £122m from the flotation last January of 75 per cent of Alpha Airports Group and the sale of its 50 per cent stake in Kentucky Fried Chicken. There was an exceptional charge of £68m following a downward revaluation of properties and fixed assets. A further £324m was offset against the revaluation reserve, bringing total downward revaluations to £412m.

Forte said it normally revalued its properties by rotation every three years. Under procedures introduced last year, it supplemented this with a further review of all its property values. As a result of this year's revaluation, its property and fixed assets were now valued at £3.4bn.

Pre-tax profits before exceptional items were up 23 per cent to £87m. Proceeds of the Alpha sale, received shortly after the year-end, reduced net borrowings to £1.05bn. Gearing was 43 per cent.

While occupancies rose at Forte's UK hotels, rates were hit by strong competition.

Lex, Page 18

## Audi reverses into red but sees break-even this year

By Michael Lindemann in Bonn

Audi, the quality car division of Volkswagen, yesterday reported a 1993 loss of DM89m (\$52m) against a DM172m profit the previous year.

However, orders in the first quarter were up 23 per cent on the year before, bolstering hopes that the company would break even again this year.

Mr Herbert Demel, who was appointed chief executive in February, said the company hoped to raise its position in the market with a range of new models, including the A6, the A8 and the RS2, which will be co-produced with the

sports car maker Porsche.

"We have very nearly overcome the trough of the current recession," Mr Demel said. "Only technological quantum leaps will ensure lasting competitive advantages."

The Audi workforce agreed in March to work 10 per cent fewer hours, saving a further 3,000 jobs which were due to go, the company said.

In the year ending March 31, the workforce at the company's two plants in southern Germany had fallen 10.5 per cent to 32,393.

Audi said part of its losses was caused by "our commitment to shedding jobs in a

socially acceptable manner".

Production in 1993 fell 30.7 per cent to 340,856 cars while deliveries to customers worldwide dropped 25.1 per cent to 354,158 units. The UK was the only exception in a still depressed car market, the company said.

Production in the first quarter of 1994 rose 6 per cent to 80,473 units but orders for the German market, where Audi's share dropped from 5.7 to 5.3 per cent last year, were still down on last year, the company said.

Audi also plans to launch a new small car, the Audi A, in 1998.

## Go-ahead for privatisation of Pharmacia

By Christopher Brown-Humes in Stockholm

Pharmacia, the Swedish pharmaceutical group, yesterday scotched rumours of a possible delay in its privatisation, saying the industry ministry had given the go-ahead for the sale of the state's 46 per cent holding in June.

The move could raise as much as SKr14bn (\$1.8bn), making it Sweden's biggest privatisation. Around half the shares are expected to be offered to foreign institutions.

Mr Jan Ekberg, chief executive, said the mode of privatisation had not been finalised, leaving open the possibility that the state might issue warrants or options to buy shares. The prospectus will be issued on May 24.

Mr Ekberg said the company, one of the world's top 20 drugs groups with 1993 pro-forma sales of SKr27.4bn, would also be seeking a listing in the US. There had been talk of the sell-off being postponed due to worries about the size of the offer, and unsettled market conditions.

Volvo is Pharmacia's other main shareholder, with a 28 per cent stake.

Antonia Sharpe adds: Pharmacia plans to access the syndicated loan market with a \$500m five-year revolving credit facility. J.P. Morgan and Union Bank of Switzerland will act as joint arrangers.

## L'Oréal advances to FFr2.5bn

By Alice Rawsthorn in Paris

L'Oréal last year reinforced its position as the world's largest cosmetics company with a 12.5 per cent increase in net profits to FFr2.5bn (\$400m) from FFr2.3bn in 1992.

The group, which owns a range of beauty brands including Lancôme cosmetics, Giorgio Armani fragrances and Ambre Solaire sun products, succeeded in maintaining prof-

its growth despite the sluggish state of the international cosmetics market.

The company described conditions last year as "difficult" and said the market was "still depressed" this year. However, he added that L'Oréal had increased its first-quarter sales by between 5 per cent and 6 per cent.

Consolidated sales rose by 6.3 per cent to FFr40.16bn in 1993 from FFr37.57bn in 1992. Managed sales, including the

contribution from Cosmar, the North American marketing arm which is to be consolidated into L'Oréal's accounts, rose by 9.2 per cent to FFr50.9bn from FFr46.6bn.

Operating profits increased by 12.9 per cent to FFr4.66bn from FFr4.13bn. Earnings per share rose by 12.5 per cent to FFr44.42 from FFr39.50. The board proposed an increase in the net dividend to FFr10.80 for 1993 from FFr9.60 in 1992.

## Blue Circle pre-tax surges 76%

By Andrew Taylor, Construction Correspondent

Blue Circle Industries, the UK's biggest cement company, which yesterday announced a 76 per cent rise in pre-tax profits, has resumed exports to the US and reopened a kiln in south-east England.

The measures emphasise the improvement in construction

demand on both sides of the Atlantic, although recovery is more advanced in the US.

Pre-tax profits last year rose from £93.8m to £165.6m (\$241.8m). If exceptional items are excluded, operating profits rose 57 per cent to £165.6m.

A reduced tax charge of 31.4 per cent, against 56 per cent after large ACT write-offs, left earnings per share more than

three times higher at 14.5p, against 4p.

Blue Circle is paying an unchanged final dividend of 7.5p, maintaining a total of 11.25p.

UK profits rose from £33.8m to £58.1m, US profits more than doubled from £13.6m to £33.6m and continental European profits rose from £28.5m to £33.5m. Lex, Page 18

## Leeds B/S looks at securitisation

By Antonia Sharpe and Alison Smith in London

Leeds Permanent Building Society, the UK's fifth largest, is close to becoming the first society to fund its mortgage lending business through securitisation, a technique in wide use in the US.

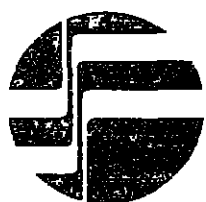
Securitisation allows banks

to take loans off their balance sheets, removing the risk of default and freeing up capital. The assets are placed in a special-purpose vehicle which then raises money by selling the debt securities to investors. Interest on the securities is funded by loan repayments.

In the past year, Barclays Bank and National Westminster

Bank have securitised mortgages and personal loans.

Leeds has spent two years setting up a system to securitise its mortgages. It plans to test the system by using a pool of its mortgages as collateral to raise up to £100m from a small group of banks rather than through selling securities in the public market.



## JF Asia Select Limited

(Incorporated in the Cayman Islands)

## ANNUAL RESULTS TO 31ST DECEMBER 1993

- Net Assets as at 31/12/93 US\$177.9m
- Performance in US\$ over 12 months to 31st December 1993
- NAV Per Share + 64.8%
- Ordinary Share Price + 77.8%

## Extracts From Investment Manager's Report

\* The year 1993 proved to be an outstanding one for Asian equity markets and South East Asian markets in particular.

The Company mainly invests in smaller capitalised stocks in the region. Its Hong Kong holdings performed well in 1993 despite investor focus on blue chip issues which left many smaller stocks trading at a discount to the Hang Seng Index. Elsewhere in North Asia, the Company maintained its weightings in Korea as strong evidence is now emerging of a recovery in margins as overseas demand picks up, interest rates have fallen and labour costs stabilise. The Company is confident that Korean exporters will benefit significantly in 1994 from the erosion in Japanese competitiveness caused by the appreciation of the yen.

The performance of Asian equity markets in 1994 is likely to be more in line with earnings growth, rather than liquidity driven as in 1993. Nevertheless, we believe that values should continue to rise reflecting the buoyant economic background.

Jardine Fleming Investment Management Limited  
14th March 1994

JF Asia Select Limited



Annual Report 31st December 1993

For a copy of the Annual Report please contact either:  
Jardine Fleming, 17th Floor, Jardine House,  
One Connaught Place, Hong Kong.  
Attn: J. Haynes, Tel: (852) 614 8888 Fax: (852) 524 8699 or  
Fleming Investment Trust Management Ltd (Member of IMRO)  
25 Capital Avenue, London EC2R 7DR.  
Tel: (071) 638 9859 Fax: (071) 290 1017

## EniChem Fibre

## Invitation to offer to purchase shares of Terbond SpA

EniChem Fibre SpA, headquartered in Palermo (Italy), at Via Ruggero Settimo, 55, with authorized share capital of Lit. 244,600,000,000, and subscribed share capital of Lit. 190 billion, registered with the Palermo Court, Companies' Registry no. 27123 volume number 184/175, intends to receive and evaluate offers for acquisition of 100% of the issued share capital of Terbond SpA.

The company, with principal offices and facilities at Pisticci (Matera - Italy) and operating in the sector of "non woven spunbonded fabrics", manufactures and sells polyester felts used predominantly in roofing applications and to a lesser extent in geotextile applications and the footwear industry.

Terbond SpA achieved sales of approximately Lit. 50 billion in 1993. The company's workforce was 101 employees at 31 December 1993.

For the purposes of this transaction, EniChem Fibre SpA has engaged the services of PASFIN Servizi Finanziari SpA ("PASFIN"), to whom interested parties should direct all enquiries. The relevant persons at PASFIN can be contacted at the following address:

PASFIN Servizi Finanziari SpA  
Largo Richini, 6 - 20122 Milan, Italy  
Tel. (39-2) 68374362  
Fax (39-2) 68314808  
Mr. E. Morpurgo, Mr. R. Magnoni, Mr. A. Giacobbe

The present announcement is directed to limited liability companies only. Interested parties should register their interest in writing to PASFIN, by letter or fax, and applying for an information memorandum specifically prepared for the sale.

EniChem Fibre SpA reserves the right, at its sole discretion and without assigning any reason, to refrain from providing the information memorandum to any interested party. The information memorandum will be sent after a confidentiality

agreement has been validly signed by an officer or legal representative of the company and returned to PASFIN no later than 29 April 1994.

Together with the confidentiality agreement, interested parties must send financial statements for the last three years, a description of its activities and of the industrial and economic rationale for the investment.

Brokers or agents of any kind must not disclose the identity of the company they represent and also provide the aforesaid information.

This represents an invitation to offer but does not represent either a public offer or a 1336 of the Italian Civil Code, or a solicitation to public saving or art. 1/18 of Italian law no. 218/74, including all successive modifications and integrations thereto. Neither this invitation, nor the receipt of any offers by EniChem Fibre SpA will create, with respect to EniChem Fibre SpA, any obligation or commitment to sell to any bidder and, with respect to any bidder, any right to demand any performance whatsoever by EniChem Fibre SpA (including, without limitation, the payment of any brokerage or advisory fees or expenses). EniChem Fibre SpA also reserves the right to terminate at any time and without any reason or explanation whatsoever any and all discussions regarding the possible sale of Terbond SpA, with absolutely no liability to any third party regardless of the status or stage of such discussions.

Whilst every reasonable effort has been made to ensure that this announcement accurately reflects the Italian text of the announcement appearing on "Il Sole 24 Ore" and other Italian newspapers on April 15, 1994, in the event of any discrepancy the Italian text shall prevail.

This advertisement and the sale procedure are subject to Italian law. In case of any controversy related to the above, the Court of Milan (Italy) shall have sole jurisdiction.

## Notice of Interest Rates

To the Holders of

The United Mexican States  
Collateralized Floating Rate Bonds Due 2019

NOTICE IS HEREBY GIVEN that the interest rates covering the interest period from April 15, 1994 to October 17, 1994 are detailed below:

Series Designation	Rate	Interest Amount	Payment Date
USD Discount Series A	5.1975 Per C.A.	USD 28 88 Per USD \$1,000	October 17, 1994
DDU Discount Series	6.08975 Per C.A.	DPL 28 88 Per DPL 2,000	October 17, 1994

April 15, 1994

CITIBANK, N.A., Agent

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CS First British  
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## PIRELLI

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In accordance with condition 11 (A) (e) (i) and (ii) of the

first schedule of the Trust Deed for the above mentioned convertible bonds, notice is hereby given to the Bondholders that a General Meeting of the shareholders of Pirelli S.p.A. will be held in Milan on May 24th and 25th 1994.

The Bondholders are therefore reminded that the subscription rights in Pirelli S.p.A. ordinary shares will not be exercisable from May 6th (date of publication in Gazzetta Ufficiale) up to and including May 26th 1994.

صكزا من الاصل



## INTERNATIONAL COMPANIES AND FINANCE

## JP Morgan starts year with 20% fall in income

By Martin Dickson  
in New York

J.P. Morgan, the New York banking group, yesterday reported a 20 per cent fall in first-quarter net income, due mainly to a sharp drop in revenues from trading in global financial markets, which turned sour two months ago.

The bank reported net income of \$345m, or \$1.59 a share, compared with \$432m, or \$2.16, in the same period of last year, excluding the effect of an accounting change.

The figures were broadly in line with Wall Street expectations of earnings of \$1.70 a share.

Revenues totalled \$1.39bn, compared with \$1.49bn, with net interest revenue dipping to \$307m from \$322m. Excluding receipts from Latin American

companies restructuring their debt, net interest revenue was up 5 per cent, which the bank said reflected improved results from its European and Asian asset and liability management activities.

Non-interest revenue dipped to \$994m from \$1.051bn. Trading revenues were \$356m - down 24 per cent on the \$468m reported in the first quarter of last year and 41 per cent lower than the record \$606m of 1993's final quarter - as the bank's positioning activities were affected by difficult market conditions.

However, Morgan said that client-related trading activities had benefited from strong demand for risk management products, particularly swaps and other interest rate contracts, and for US fixed-income securities.

Corporate finance revenues totalled \$117m, compared with \$118m. Lower underwriting revenue of \$45m was largely offset by increased advisory fees.

Credit-related fees were up 4 per cent at \$66m. Investment management fees rose 12 per cent to \$127m, and operational services saw a 24 per cent increase in revenues, to \$14m, due to increased custody, clearance and brokerage fees. Net investment securities gains totalled \$91m, down from \$98m. Other revenues totalled \$103m, up from \$85m, and included net gains of \$37m on sales from the bank's equity portfolio and \$41m of hedging losses from the management of non-trading foreign currency exposures.

Group operating expenses rose 5 per cent to \$853m.

## Restated results show losses at Woolworth

By Richard Tomkins  
in New York

Woolworth, the US-based retailer, has restated its financial results for all four quarters of the year ending January 29 1994, and confirmed that profits reported for the first two quarters had been illusory.

Last year, Woolworth reported it had scraped into profits of \$1m for the first quarter and \$2m for the second.

This week's restated figures show, however, that the company actually made losses of \$24m and \$10m in the first and second quarters respectively.

Woolworth said it was not yet ready to explain the errors.

A special committee of the board of directors was investigating the events that had made the restatement necessary, it said.

However, the fact that the first two quarters' profits have turned into losses is likely to reconfirm suspicions that costs which should properly have been taken in the first two quarters were deferred until later in the year, in a misguided attempt to keep the company out of the red.

Woolworth had warned at the end of last month that its quarterly figures would have to be restated. A few days later, it announced that Mr William Lavin, chairman and chief executive, and Mr Charles Young, chief financial officer, were temporarily stepping aside while an investigation was carried out.

On Tuesday the company announced that its full-year figures for last year would stay the same, but that the quarterly breakdown had been changed "to reflect a correction of gross margins and certain selling, general and administrative expenses".

It also brought forward to the third quarter the reversal of a \$145m repositioning reserve that had been taken in the fourth quarter.

Significantly, the board also reconfirmed the fourth-quarter dividend of 29 cents per share on the common stock, bringing comfort to the company's institutional shareholders, who hold the shares mainly as a yield stock.

Mr John Adams, interim chairman and chief executive, said that the announcement concluded the part of the inquiry relating to the financial results, and should put to rest any concerns about the company's financial position.

He said the announcement was a relief to the company's shareholders, who had been concerned about the company's financial position.

Mr Adams said the company was now in a position to focus on its core business, which he said was "a very strong one".

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## IBM to produce Intel chip clones

By Louise Kohoo  
in San Francisco

International Business Machines has reached an agreement to manufacture clones of Intel's microprocessors designed by Cyrix, a Texas semiconductor company. The deal poses a challenge to Intel's domination of the chip market.

IBM will manufacture Cyrix's equivalent of Intel's 486 and Pentium microprocessors, which are used in the latest personal computer models. As well as supplying these chips to Cyrix, under the five-year agreement IBM also has the right to sell about half of the chips it makes either to its

own PC operations or to outside customers.

"IBM is committed to becoming a major supplier of semiconductor products," said Mr Michael Attardo, senior vice-president and general manager of IBM's microelectronics division.

IBM's semiconductor sales were about \$700m last year, up from just \$5m a few years ago.

IBM's personal computer business is Intel's largest customer. All of IBM's personal computer products contain microprocessors designed by Intel and either purchased from Intel or manufactured by IBM itself under a long-standing arrangement with Intel.

The arrangement with Cyrix will "clearly give the IBM PC company an alternative choice", said Mr Attardo.

Intel holds at least an 80 per cent share of the market for PC microprocessors, according to market analysts, while Cyrix has a market share of less than 3 per cent. The agreement with IBM will, however, expand Cyrix's opportunity to participate in the market, said Mr Jerry Rogers, president and chief executive of Cyrix.

IBM and Intel have been technology partners since the introduction of the first IBM PC 12 years ago. IBM's agreement with Cyrix is expected to strain this relationship.

In February, IBM and Intel updated their microprocessor technology agreements. At that time, IBM said it would forgo rights to manufacture Intel's latest Pentium microprocessors, citing the high costs of establishing new production technology.

Instead, IBM will manufacture Cyrix's M1 "Pentium-class" microprocessor. Mr Attardo said the Cyrix chip was compatible with IBM's existing semiconductor production technology, and would therefore not involve high costs. Cyrix, moreover, will pay IBM to reserve production capacity at its Burlington, Vermont, semiconductor plant for the Cyrix chips, he added.

## AEG plans further reshape as deficit reaches DM1.2bn

By Michael Lindemann in Bonn

AEG, the electrical engineering division of Daimler-Benz, reported 1993 net losses of DM1.2bn (\$700m), against a profit of DM10m in 1992, said Mr Georg Stöckl, the chief executive, predicted that the company would not break even until 1995.

Turnover fell by 3 per cent to DM11bn and operating losses totalled DM500m, compared with DM200m last year.

The company said it had set aside a further DM600m for more restructuring and is to spend about DM150m on an additional 7,000 redundancies. The workforce fell by 3 per cent to 58,921 last year.

Mr Stöckl said demand in Germany, the company's most important market, had continued to fall but orders in the first two months of 1993 were 68 per cent higher than the year before, due largely to an order from the German Railways for the updated high-speed InterCityExpress II.

None of the company's five divisions made a profit last year. The microelectronics, railway technology and automation divisions suffered the heaviest losses. The company said it hoped to merge its auto electronics unit with another manufacturer.

AEG said it was about to complete the sale of its household appliance division, which

employs 9,000 people, to Electrolux, the Swedish group. The European Union is expected to rule this year on whether the sale meets competition requirements, the company said.

The Frankfurt-based company is to be further integrated into Daimler-Benz, Germany's largest industrial concern. It will take over the diesel engine operations of the Motoren- und Turbinen-Union, another Daimler subsidiary, and will be known as AEG Daimler-Benz Industrie.

There will be further restructuring until the company is left with 50,000 employees. Most of the redundancies will be in the railway technology division, the company said.

## Rising costs put Boise Cascade deeper in red

By Laurie Morse in Chicago

Boise Cascade, the Idaho-based paper manufacturer and forest products processor, blamed severe winter weather and higher costs incurred through operating difficulties at some plants for deeper losses in the first quarter. An expected rise in paper prices failed to materialise.

The net loss for the quarter of \$37.6m, or \$1.35 a share, compared with a deficit of \$12.1m, or 56 cents, a year earlier. The first-quarter loss was also larger than the \$23.7m, or 98 cents, deficit Boise reported in the fourth quarter of last year.

First-quarter sales rose to \$1bn from \$884m a year ago. Losses in the company's largest business segment, paper and paper products, were \$68.7m in the quarter, up from \$43.5m in the first quarter of 1993, due to higher operating costs and declining prices for Boise's most important paper grades.

About 54 per cent of the company's paper sales last year comprised coated and uncoated white papers. In the first quarter, the average price for these grades fell more than 5 per cent from the fourth quarter of 1993, the company said.

Average prices for newsprint and uncoated groundwood papers also declined, while containerboard and market pulp prices rose in the quarter.

Mr Vincent Hannity, Boise Cascade spokesman, said the company's paper segment results would not recover significantly until worldwide paper consumption grew.

"With overseas economies weak, their paper consumption is less. This has caused a sharp increase in white paper exports to the US at reduced prices," he said.

Income from the company's office products segment improved slightly in the quarter, but income from its building products division declined sharply to \$35.0m, from \$62.4m a year ago.

Constricted logging in the US north-west raised materials costs, while winter storms muted construction across much of the US.

**BCE chief sees profit for full year**

By Robert Gibbons in Montreal

BCE, the Canadian-based international telecommunications group, will report a good first quarter during its annual meeting on April 27, said Mr Lynon Wilson, chairman.

BCE, which recently completed the sale of Montreal Trust to the Bank of Nova Scotia, will be profitable for all 1994, he added.

It will maintain the common share dividend at the current level.

The group plans to hold the 10th Bank of Nova Scotia shares it received for Montreal Trust indefinitely, Mr Wilson added. They are now worth C\$275m (US\$199.2m).

BCE, which takes in the Bell Canada telephone utility and controls Northern Telecom and other companies, has completed the disposal of virtually all its non-core assets, including real estate.

It earned C\$1.3bn in 1993, but posted a final 1993 loss of C\$750m after special charges of C\$800m. Heavier long-distance competition squeezed Bell Canada's profit.

Pennzoil of the US has counterbid C\$205m cash for all the shares of Co-enerco, a restructured western Canada gas and oil company, sought earlier by Numac Energy, of Calgary. The bid is higher than Numac's, and Pennzoil would assume C\$104m in Co-enerco debt. Co-enerco has large undeveloped natural gas reserves.

## Crédit Lyonnais confident on capital adequacy ratio

By John Gapper in London  
and Alice Rawsthorn in Paris

Crédit Lyonnais, the troubled state-owned French bank, should achieve a capital adequacy ratio comfortably in excess of the minimum international standards before it is privatised, Mr Jean Peyrelevade, president, said yesterday.

Mr Peyrelevade, speaking to analysts in London, said he believed Crédit Lyonnais would raise its current tier 1 ratio of core capital to risk-weighted assets to about 6 per cent, compared with the current figure of 4.4 per cent.

He said he hoped the bank would be able to negotiate share swaps with the government to reduce equity holdings, such as its 20 per cent stake in Usinor-Sacilor, the steel maker.

Mr Peyrelevade said he believed the bank should have stakes of no more than between 5 and 10 per cent in companies to improve the spread of its portfolio, and to give it greater liquidity and

flexibility in selling equity.

He said he would accept a price of \$2.5bn for MCM, the Hollywood studio owned by the bank, if such an offer was made "today". However, the price could rise by spring 1996, which was when he expected to be selling MCM.

Mr Peyrelevade said the bank should achieve a 6 per cent tier 1 ratio - above the 4 per cent minimum in the Basel accord, but increasingly viewed as a comfort level by ratings agencies - by raising fresh capital and constraining asset growth.

The government is participating in a FF44.9bn (\$7.6bn) rescue of Crédit Lyonnais, after the bank reported a FF6.9bn net loss for 1993. Mr Peyrelevade was appointed five months ago to succeed Mr Jean-Yves Haberer at the head of the bank.

As part of the rescue, the government and other public sector shareholders will subscribe to the rights issue next month.

The bank hopes to follow

this with a rights issue of matching size for other shareholders later this year.

Mr Peyrelevade said he hoped to raise the tier 1 ratio by 0.5 percentage points a year until the target was reached. He was still working on plans to increase banking income while holding assets steady.

Mr Dominique Bazy, who is heading the sale of industrial assets, said FF33bn in disposals had been agreed, and he was confident that FF10bn would be sold this year. The bank has set a target of selling FF20bn of its FF55bn portfolio.

The bank's unions plan to stage a day of action today against Mr Peyrelevade's plans to accelerate the group's return to profit through cost-cutting. The chairman last month unveiled proposals to shed 3,800 jobs over three years.

Mr Peyrelevade said yesterday he expected Crédit Lyonnais' staff to accept the proposed cuts. The bank's four unions plan to mount a demonstration against the plan today.

## Rubbermaid growth evaporates

By Richard Tomkins

Rubbermaid, the US household goods group named "America's most admired company" by Forbes magazine at the beginning of the year, yesterday reported a sharp downturn in first-quarter profits growth.

Net income rose by barely 2 per cent from \$49.6m in the comparable period to \$50.6m. Turnover was up by 2 per cent to \$491.6m and earnings per share rose from 31 cents to 32 cents.

The company had earlier established a reputation for turning in big increases in earnings from year to year. In the 10 years to 1992, earnings growth averaged 18 per cent a year.

Mr Wolfgang Schmitt, chairman and chief executive, said the first quarter's figures reflected particularly soft sales in January and February because of unusually harsh weather conditions across the US. Bad weather also caused temporary plant closures, so

reducing plant efficiency.

In addition, Mr Schmitt said retailers' efforts to cut stocks in the quarter held back the company's turnover growth even though store sales of Rubbermaid's products were up.

"March orders, however, have shown substantial improvement, and that improvement is continuing into April," Mr Schmitt said. "As a result, we look for more favourable second-quarter sales and earnings comparisons."

## Heinz in talks with Borden

By Frank McGurty  
in New York

HJ Heinz, the US grocery products group, revealed it was in talks with Borden, the US food and wallpaper group. However, Heinz refused to confirm reports it was buying the bulk of its food-services division.

Borden also declined to comment. The sale of its food business, which generated \$270m in revenues last year, would represent the first divestment since the troubled group announced a far-reaching restructuring earlier this year.

The company is seeking to concentrate on its most profitable lines, including pasta, sauces and several niche grocery products. After posting a net loss of \$583.6m last year, it said it would sell more than \$1.25bn in assets, including its salty snacks and seafood businesses, which generated nearly 20 per cent of its 1993 revenues.

For Heinz, the Borden food services division would make a logical fit with its own core business, which supplies individual plastic pouches of mayonnaise, ketchup and other condiments to restaurants, schools and hospitals.

BP said the sale followed the group's decision to focus resources and expertise on its core hydrocarbon business, and withdrew from

## New HK company data service

By Simon Holberton  
in Hong Kong

Extel Financial, a subsidiary of the Financial Times Group, and Wardley Data Services have announced plans for a company research service offering data about Hong Kong-listed companies on CD-Rom.

Wardley Data, a subsidiary of HSBC's Wardley merchant bank group, provides the most widely-used system for accessing information about Hong Kong companies. This paper-based product is updated regularly.

The new product, Wardley Extel Workstation, will provide information on all listed companies in Hong Kong, as well as in Singapore, Malaysia and Thailand. Indonesia would soon be added. All data is updated weekly on a fresh disc.

The workstation runs on any IBM-compatible personal computer, Extel and Wardley said it provided a powerful data search and retrieval capability. They said the service, offering information about more than 20,000 listed companies, would be the most extensive corporate data package in Hong Kong.

Extel will gain access to Wardley's customer base of between 300 and 400 users. It expects the hard-copy service will be phased out within three or four years.

allocating a capital budget of 12bn pesos for domestic and overseas projects during the year. It is pursuing beer brewery projects in Vietnam and Nepal, according to officials.

**Rise in phone use helps Israel telecoms**

Israel's main telecommunications company, Bezeq, posted a 22.5 per cent rise in net profit, to Shk282.6m (\$94.3m) in 1993, Reuters reports from Jerusalem.

The company - 23 per cent has been sold on the Tel Aviv stock exchange and a further 23 per cent is due to be floated this year - attributed the rise to efficiency measures and increased telephone use.

**Net profits at San Miguel up 40%**

San Miguel, the Philippines' largest industrial enterprise, reported unaudited net profits of 670m pesos (\$31m) for the three months to the end of March, an increase of 40 per cent over the year-ago figure, writes Jose Galang in Manila.

The company said sales improved by 11 per cent, but gave no figures.

The beer and food group attributed the improved financial performance to the economic recovery in the Philippines, which, it said, was "well under way". It said it was

below the 1993 figure of A\$7.9bn. Total investment income surged to A\$13.7bn from A\$4.33bn, again largely due to investment portfolio gains.

There was also a sharp rise in surrenders, policies which are prematurely cashed in by policyholders. These cost AMP A\$3.8bn overall last year, up from A\$2.73bn in the previous 12 months.

There is much discussion over how life companies' prof-

its should be reported in Australia, and AMP acknowledged that its 1993 earnings figure would have been significantly higher if it had adopted the basis used by some other large Australian insurers.

AMP also made clear yesterday it had no intention of "demutualising" - that is, turning itself into a shareholder-owned company - despite the fact that this has become an increasingly popular option for mutuals.

**Surge in investment income boosts AMP**

By Nikki Tait in Sydney

Australian Mutual Provident Society, the large life insurance group and one of the country's biggest institutional investors, said yesterday it had after-tax operating earnings of A\$2.11bn (US\$1.5bn) in 1993.


This figure, however, included investment income of A\$7.35bn, of which A\$5.12bn was derived from the net appreciation of investment assets. The insurer attributed

the rise largely to the strong performance of the Australian stock market last year.

The figure only reflected AMP's Australian and New Zealand operations, and excluded its sizeable interests in the UK, which include the Pearl and London Life. The mutual insurer did not provide an earnings figure for the group overall, but did say total premium income for the consolidated business stood at A\$7.28bn last year, slightly

below the 1993 figure of A\$7.9bn. Total investment income surged to A\$13.7bn from A\$4.33bn, again largely due to investment portfolio gains.

There is much discussion over how life companies' prof-



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## INTERNATIONAL CAPITAL MARKETS

## Bundesbank move sparks bout of volatile trading

By Sara Webb in London and Frank McGurty in New York

The Bundesbank cut its key interest rates by 25 basis points yesterday, taking the European government bond markets completely by surprise and sparking a bout of volatile trading in the bond market.

Despite the unexpected good news, some of the European bond markets ended lower as other factors, such as worries about US inflation and the shooting down of two US helicopters over Iraq, gave the markets an excuse to trade lower.

The Bundesbank cut the discount rate to 5.00 per cent and the Lombard rate to 6.50 per cent. The move triggered cuts by other European central banks - in Denmark, Switzerland, Austria, the Netherlands

and Belgium - and led to expectations of easings in Italy and France.

At a press conference yesterday, Mr Hans Tietmeyer, the Bundesbank's president, stressed that money supply M3 remained the main target for the German central bank. He said he expected west German inflation to fall below 3 per cent in the second half of 1994, adding that the Bundesbank could not risk triggering inflationary expectations by cutting interest rates too quickly.

Mr Theo Waigel, the German finance minister, said the interest rate cuts from the Bundesbank would support government efforts to spur economic growth.

The bond market had a choppy day despite the good news. The bund contract opened at 96.80 and traded up

to 96.97 ahead of the rate cuts. Having drifted down, the futures contract bounced on the rate news and then fell again, touching a low of 96.45. The contract picked up later in the day to close little changed at 96.83.

## GOVERNMENT BONDS

Analysts expressed surprise at the bund market's rocky reaction to the good news. "The fact the markets fell after the news shows we are still in a bear market, when 25 basis points off both rates is still not enough to get a rally," said Ms Marie Owens Thomson, international strategist at Midland Global Markets.

UK gilts drifted lower in the

morning, then picked up and closed slightly higher on the day, taking their cue from the Bundesbank.

The market will be focusing on today's inflation data for March, as well as on the possibility of a gilt auction announcement.

Disappointing inflation figures triggered a fall in Spanish government bond prices yesterday morning, but the market later recovered and closed up on the day helped by the Bundesbank's rate cuts. The Consumer Price Index was up 0.3 per cent in March from February, leaving the year-to-year rate unchanged at 5.0 per cent.

US Treasury bond prices eased yesterday morning as the market cautiously awaited today's release of two impor-

tant economic reports.

By midday, the benchmark 30-year government bond was 1/8 lower at 87 1/8, with the yield rising to 7.255 per cent. At the short end, the two-year note was off 1/8 at 99 1/8, to yield 7.255 per cent.

Early in the session, bonds across the maturity range dropped sharply on reports of the shooting down of two US helicopters in Iraq by hostile fire but recovered on news that they had been downed accidentally by US forces.

The day's only economic news - a weekly gain of 12,000 in state claims for unemployment benefit - was shrugged off, even though analysts were expecting a slight decline. Attention instead was focused on today's data on industrial production and capacity utilisation, which economists view

as leading indicators of inflation, the base of fixed-rate investments.

Anticipation of the figures kept many investors on the sidelines. Traders said some of the early activity had been triggered by the mortgage-backed securities market, where a big sale forced the liquidation of five and 10-year government notes.

Japanese government bond futures rallied in the London trading session as the yen strengthened against the US dollar. The move prompted the Bundesbank to intervene, selling yen and buying dollars.

In Tokyo trading, the market had a relatively uneventful day, opening on a strong note with the June futures contract at 111.74, and drifting lower to 111.44 in the course of the day.

## Non-recourse loan facility for BSKyB

By Antonio Sharpe

In a move which reflects its stronger financial position, British Sky Broadcasting (BSkyB), the UK-based satellite television venture, said yesterday that it is raising £200m of non-recourse bank finance which will enable it to repay loans from its shareholders.

The main shareholders of BSKyB, which has now moved into operating profit but is still incurring large pre-tax losses, are News Corporation with 50 per cent, Pearson, the owner of the Financial Times, with 17.5 per cent, and Granada with 13.5 per cent.

Part of the proceeds of the five-year revolving credit facility, which is being arranged by Toronto-Dominion Bank and Citibank, will be used to repay a £100m bank loan which was guaranteed equally by Pearson,

Granada and Chargeurs, the French transport and communications group which has also put money into the venture.

The money will also be used to repay securities held directly by Pearson and Granada and to release certain contingent liabilities.

The payments to shareholders will be in addition to the £100m they have received since December from cash generated by BSKyB's operations.

Terms of the facility were not disclosed but bankers involved in the deal said that such a transaction reflected BSKyB's healthier finances.

"Just one year ago, banks would not have considered taking part in such a facility," said one banker.

The two arranging banks are underwriting £250m of the amount and the remainder will be syndicated among other banks.

## Marked pick-up in issuance

By Conner Middelman

The Eurobond market saw a marked pick-up in issuance in a range of currencies as sentiment was lifted by the Bundesbank's latest monetary easing.

The Council of Europe launched its long-awaited £500m of 10-year bonds, which are due to be priced today to yield between three and five basis points over the 6 per cent 10-year ECU OAT.

According to the lead manager, Swiss Bank Corporation, the deal is targeted mainly at institutional investors, which have shown good demand for 10-year ECU paper.

In the dollar sector, the City of Prague launched its long-planned \$250m of 7 1/8 per cent five-year bonds at a 120 basis point spread over Treasuries. According to an official at lead manager, Morgan International, the bonds closed at 95.55 bid, below their 95.63 re-offer price, but the spread remained

steady at 120 basis points.

While some traders said they saw little demand for the triple-B-minus rated bonds, others reported interest from institutional investors seeking high-yielding paper with potential for credit improvement.

Two dollar floaters also emerged: \$500m of five-year notes for the Province of Nova Scotia.

INTERNATIONAL BONDS

Scotia, paying a coupon of 0.1875 points above three-month Libor, and \$250m of three-year notes for Mexico's Banco Nacional de Comercio Exterior (Bancomext), paying three-month Libor plus 0.75 points. The latter met strong demand from selected east Asian accounts, according to lead manager JP Morgan.

While Nova Scotia's bonds were deemed appropriately

priced, traders felt they would be slow to place due to the large size of the issue.

However, lead manager UBS, which took \$300m of the deal itself, said it felt a smaller issue might have put the deal's liquidity into question.

The budding Greek drachma sector saw another two new deals: Dr10bn of 15 1/4 per cent Marathon bonds for the European Bank for Reconstruction and Development, and Dr10bn of 15 1/4 per cent Eurobonds for Abbey National Treasury Services. Heavy recent supply has some traders grumbling that the sector is fast becoming saturated.

Supranational Marathon bonds are exempt from Greek withholding tax to resident and non-resident investors while Eurodrachma non-supranational bonds are tax-free only for foreigners. Because of this, as well as credit considerations, they pay a significant yield premium over their

NEW INTERNATIONAL BOND ISSUES									
Borrower	Amount m.	Coupon %	Price	Maturity	Yield %	Spread bp	Book runner		
US DOLLARS									
Province of Nova Scotia (a)	500	7 1/8	99.80R	May 1999	0.20R	+120.5 (a)-(b)	UBS		
City of Prague	250	7.75	99.83R	May 1999	0.375R		Nomura International		
Bancomext	250	(a)	99.722R	May 1997	0.35R		JP Morgan Securities		
YEN									
Marathon Corp (a)	300	3.25	101.493	Jan 1998	1.875		Nomura International		
Marathon Corp (b)	300	4.00	101.513	Jul 1999	1.875		Nomura International		
STERLING									
Woodward Building Society (a)	50	(a)	99.78R	Apr 1998	0.15R		Samuel Montagu		
ITALIAN LIRE									
Rabobank Nederland (a)	150bn	9.25	100.50	May 2004	2.00		BNL/Credito Italiano		
ECU									
Council of Europe	300	(a)	(a)	May 2004	0.325R	(a)-(b)-(c)	Swiss Bank Corp.		
DRACHMAS									
ESRD	10bn	15.25	101.15	May 1998	1.50		Midland Athens		
Abbey Nat Treasury Services	10bn	15.75	100.825	May 1997	1.375		Barclays Trust International		
SWISS FRANC									
General Electric Corp (a)	100	4.50	101.875	May 1999	standard		Merill Lynch Cap Markets		

Final terms and non-callable unless stated. The yield spread shows relevant government bonds at launch is supplied by the lead manager. Private placement. Floating rate note. R: Read re-offer price. Fees are shown at the re-offer level. a) Callable on any coupon date from May 95 at par. b) 3-mth Libor + 3/4%. c) 3-mth Libor + 1/2%. d) Tranche A, Short 1st & 2nd coupons. e) Tranche B, Short 1st coupon. f) Issue launched on Monday was increased to £200m. g) 3-mth Libor - 0.1%. h) Callable on any coupon date from 20/05/98 at par. i) Priced today at 3:30 pm from French CMT.

supranational counterparts.

"European investors feel safer with Marathon bonds," said one trader. "If the Greek market soured, there will be a backstop bid for these bonds from Greek investors because they're tax-free," he said. The

EBRD bonds ended around 100 bid, inside fees, while the Abbey National bonds ended at 99 1/4 bid, at full fees.

Following the Bundesbank's rate cuts, traders in the D-Mark sector are confident that some of the rumoured

deals for L-Bank, KfW, Belgium, the World Bank, Karsstad and several Japanese borrowers will start emerging soon. Syndicate sources expect L-Bank to issue DM3bn of five-year global bonds early next week.

## BENCHMARK GOVERNMENT BONDS

Coupon	Date	Price	Yield	Week	Month
100.00	04/03	100.0000	-0.990	8.10	8.03
100.00	04/03	100.0000	-0.990	8.10	8.03
100.00	04/03	100.0000	-0.990	8.10	8.03
100.00	04/03	100.0000	-0.990	8.10	8.03
100.00	04/03	100.0000	-0.990	8.10	8.03
100.00	04/03	100.0000	-0.990	8.10	8.03
100.00	04/03	100.0000	-0.990	8.10	8.03
100.00	04/03	100.0000	-0.990	8.10	8.03
100.00	04/03	100.0000	-0.990	8.10	8.03
100.00	04/03	100.0000	-0.990	8.10	8.03

Source: M&S International

## US INTEREST RATES

Instrument	Rate	Yield	Week	Month
Prime rate	6 1/4	6.50	8.10	8.03
Three month	7.25	7.255	8.10	8.03
Three month	7.25	7.255	8.10	8.03
Three month	7.25	7.255	8.10	8.03
Three month	7.25	7.255	8.10	8.03

## BOND FUTURES AND OPTIONS

France

NOTIONAL FRENCH BOND FUTURES (MATIF)

NOTIONAL FRENCH BOND FUTURES (MATIF)

NOTIONAL FRENCH BOND FUTURES (MATIF)

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## ITALY

NOTIONAL ITALIAN GOVT. BOND (BTP) FUTURES

NOTIONAL ITALIAN GOVT. BOND (BTP) FUTURES

NOTIONAL ITALIAN GOVT. BOND (BTP) FUTURES

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## COMPANY NEWS: UK

# Export growth behind 80% rise at Lamont

By Simon Davies

Lamont Holdings, the Northern Ireland-based textiles group, reported a surge in 1993 profits, reflecting strong export growth and a substantial contribution from Alexander Drew, its fabric printing subsidiary.

After two years of decline, pre-tax profits amounted to £11.4m, up 80 per cent on the previous £6.31m. The shares firmed 9p to 433p.

Turnover increased by 18 per cent to £136.1m, with export sales to the Americas and East Asia almost doubled to £17m following the setting up of sales offices in New York and Hong Kong.

Lamont's performance continued to be hampered by losses from its core Shaw carpets business. However, all other group operations experienced growth and overall, the carpet divisions contributed operating profit of £1.3m, against a small loss in 1992.

Sir Desmond Lorimer, chairman, said profit margins in the carpet division remained weak because of "over-capacity in the industry". This was more than compensated for by the

fabrics division, and operating profit margins (excluding discontinued businesses) rose from 6.7 per cent to 9.3 per cent.

Shaw was also affected by a recent capital expenditure programme and an unsuccessful push upmarket. Sir Desmond said in spite of difficult trading conditions it was expected to return to profitability in 1994.

The fabric manufacturing and printing business remained the main contributor, with operating profits of £10.6m. Alexander Drew, which was acquired in April 1992, will be strengthened by the merger with Cunningham Johnson, the recently acquired fabric printer which is on a nearby site.

The results were hit by the elimination of £817,000 of goodwill on the sale of the computer division, partly offset by a £304,000 profit from a property disposal.

At the year end, net borrowings stood at £10m, marginally down from 1992, and gearing fell to 23 per cent.

A final dividend of 9p makes a total of 12.5p (12p), payable from earnings ahead by 5p per share.

# Scudder enters UK with £50m trust launch

By Bethan Hutton

Scudder Stevens Clark, the US fund management group, is raising its profile in the UK by aiming to raise about £50m by the end of the month through a new Latin American investment trust.

Scudder Latin America Investment Trust will be the group's first venture into the UK investment trust sector, but Latin America is more familiar territory: \$2.5bn of the group's \$90bn (£62bn) funds under management is in Latin American debt and equities. It has been investing in Mexico since 1979, and has eight specialist Latin American funds, run by a team of 12 based in Boston.

Scudder's activities in London have up to now been limited to a small number of insurance funds. As the name is not yet widely known to the British public, the trust is being launched by means of an institutional placing, and possibly small intermediaries offer, rather than a full public offer.

Scudder said it was confident of attracting sufficient interest in the fund, although it will be the fourth investment trust focusing on Latin America to be launched in the UK this year. The first two, from Morgan Grenfell and Edinburgh Fund Managers, raised less than their initial targets, at £64m and £39m respectively. The offer for Templeton's version has not yet closed, but it raised £37.5m from a placing.

Beta Global, the emerging markets investment trust, is seeking up to £28.6m of net new equity, through a placing and open offer of up to 30m conversion shares at 100p.

Investations have already indicated interest in 24.5m C-shares; a minimum of 3m C-shares have been reserved for the open offer, which is restricted to existing share and warrant holders, and closes on May 6. Warrants will be issued on a 1-for-5.13 basis after conversion of 5m C-shares into ordinary shares. This should be effected by October 31 at the latest.

# Passions run high over sugar cane bid

## Nikki Tait on Tate & Lyle's attempt to buy two Australian mills

An outward air of normality surrounds the Tully and South Johnstone sugar mills, set in neighbouring villages on northern Queensland's lush, coastal plain.

Their vast crushing plants are undergoing the seasonal overhaul. In surrounding fields, a healthy cane crop promises bumper business when harvesting begins on June 14.

However, stickers plastered across the mill buildings tell a different story. "Crush the Tate & Lyle bid", they demand.

Inside, managers are lobbying local shareholders who hold the key to the British sweetener group's offer, worth A\$121m (£58m) in total, by one local resident, Ms Jessica Hitching, has even mobilised a "women's defence committee". "We're told to buy Australian," she complains, "but the mills won't be Australian anymore... they'll be English".

The bid battle for the Queensland mills is the most public move Tate has made since acquiring its Australian subsidiary, Bundaberg Sugar, in 1991 - and it is proving neither easy nor speedy to complete.

Only today, six months after the opening salvoes were fired, will the tussle reach a crucial stage. Shareholders in the South Johnstone mill are due to vote on a proposal to lift a restriction which bars anyone from holding more than 3.2 per cent of the mill's shares. Only if they agree, and by a 75 per cent majority, can the Tate offer proceed.

In this tightly-knit community, where many of the shareholders are direct descendants of the Italian and Maltese immigrants who established the first farms, passions run high and no one will admit defeat. "I'm smiling," says Mr Fred Lizzio, chairman of the South Johnstone mill. "We're confident", retorts Mr Rod Young, Bundaberg's company secretary.

The one point on which both sides agree is that the deal would make sense for Tate. Via Bundaberg, it already owns mills at Babinda and Mourilyan, directly to the north,

and synergies could flow.

Sugar prices have also improved, and both Tully and South Johnstone have been investing in their plants. Profits from both mills rose strongly last year and are forecast to do better still. Moreover, Tully and South Johnstone have better potential for expanding their catchment areas, and increasing throughput, than Bundaberg's existing mills. In Queensland, cane can only be grown on acreage assigned for this purpose, but Tully, in particular, has earmarked various tranches of nearby land from which it thinks additional tonnage could be sourced in the future.

The problem for Tate is that the mills' shares are owned largely by local cane growers, whose livelihoods are directly affected by the way in which the mills are run. While the bidder claims that its cash offer represents a "unique" opportunity to realise a good price for the mills' unlisted stock, at least some of the growers have broader concerns.

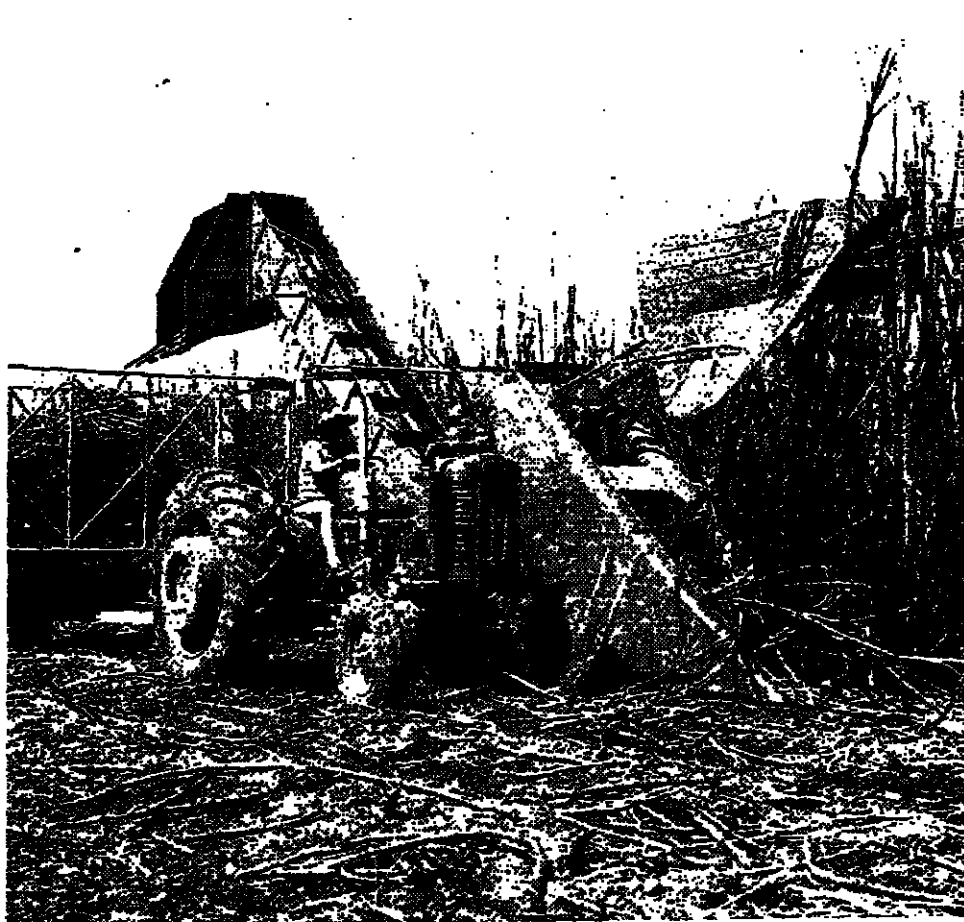
"What the mill does affects my business - and at present, it's run as a farmers' mill," says one South Johnstone shareholder.

Asked to elaborate, growers who oppose the bids present a list of worries. The first is maintenance. Growers cut and deliver cane to their respective mills under a highly-organised system, which aims to ensure that everyone gets fair treatment. But if mechanical failures interrupt the crushing process, cane which has been burnt quickly becomes perishable.

Some farmers point to last year's breakdowns at the Babinda mill, and worry that Tate - with more interest in mill profits than cane growers' income - might prune maintenance expenditure.

Tate, not surprisingly, denies this. "Babinda was an old mill when we bought it," says Mr Young, adding that money has been spent on it subsequently, and denying any maintenance cuts.

Next, there is the question of maintaining the cane railway - a network of tracks which allow farmers to bring the crop to the mill. Might Tate be less



Harvesting the sugar cane crop in northern Queensland, where nobody will admit defeat

inclined to replace track to out-lying areas? Then there is the question of what price the "cane-dirt" - extracted in the crushing process and returned to farmers for use as fertiliser - might be sold by Tate. And so on.

Such uncertainties, moreover, come at a delicate time for Australia's sugar industry. Historically, this has been heavily regulated, with the state government buying up Queensland farmers' production at an "award" price, and limiting the land on which cane can be grown. Now, in the current "free trade" atmosphere, and with Australia committed to deregulation throughout the economy, this structure is likely to change - although no one is sure exactly how.

As Mr Lizzio puts it: "Deregulation is rather frightening if you're only got one buyer". But the mill boards have a

problem, too. Not all shareholders are either growers, or growers who expect to be in the business for the long-haul. While the mills claim that the bid prices are inadequate, these do represent a substantial advance on the levels at which shares had been changing hands prior to Tate's arrival. South Johnstone, for example, traded at about A\$3-A\$4, while Tate's final offer has been pitched at A\$14.

The mills' answer is to merge and then list on the stock exchange - thereby accommodating those shareholders who would like to cash in all or part of their holdings. At present, however, no firm plan is on the table, although Mr Rino Cargnello, who chairs the Tully board, says proposals should be presented "within the next month or two".

The drawback is that this scheme, too, would require a 75 per cent majority of both mills'

shareholders. Both boards, meanwhile, say that they would look for some sort of anti-takeover protection for the merged group, probably by way of state government legislation.

In short, the potential obstacles which surround the flotation idea are considerable and it is by no means guaranteed that shareholders would have a ready market for their shares in the near future.

Perhaps the most indisputable point made by the mills is that a six-month war of attrition is long enough.

Already, the battle has led to court actions, and the bid costs are approaching A\$250,000 for each mill - money which the growers see vanishing before their eyes.

Tate, however, says it will wait until today's vote before deciding what to do next. "Our assessment will be governed by today's result," says Mr Young.

# Recovery seen as Beauford cuts loss

Losses at Beauford, the engineering and ceramics group which completed a refinancing package earlier this year, were cut from £26.4m to £7.43m pre-tax for 1993.

Turnover of continuing operations slipped from £28.8m to £27.5m and losses per share worked through at 9p (32p).

The 1992 deficit included a £19.5m provision for goodwill in continuing operations.

Sir Trevor Holdsworth, chairman, said trading conditions remained difficult in the second half, but added that there was evidence of a recovery

in the last two months which led to a "significant" increase in order intake.

Although that was too late to affect the 1993 results, the trading improvement had spilled over into the current year. Most parts of the group were now operating profitably and further improvement was looked for during the year.

Refinancing included a restructuring of bank debt and the raising of new money via a placing and rights issue. The directors believed the group would have ceased trading without the package.

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Admission has been granted for up to 3,024,354 units (the "Units"), 12,097,416 new ordinary shares of 5p each (the "new Ordinary Shares") and 9,073,062 warrants (the "Warrants") in British Bio-technology Group plc to be admitted to the Official List. Each Unit comprises four new Ordinary Shares and three Warrants to subscribe ordinary shares in British Bio-technology Group plc. It is expected that admission of the Units, the new Ordinary Shares and the Warrants will become effective today, 15th April 1994, and that dealings in the Units, nil paid, will begin today, 15th April 1994.

## British Bio-technology Group plc

(Incorporated in England Registered Number 2304992)

Rights Issue of up to 3,024,354 Units each comprising 4 new Ordinary Shares and 3 Warrants.

Copies of a circular dated 29th March 1994 constituting Listing Particulars relating to the Rights Issue of the Units may be obtained during normal business hours on any weekday (Saturdays and public holidays excepted), up to and including 18th April 1994, from the Company Announcements Office of the London Stock Exchange, Capel Court Entrance, off Bartholomew Lane, London EC2N 1HP (by collection only), and up to and including 28th April 1994 from:

British Bio-technology Group plc Watlington Road Cowley Oxford OX4 5LY	Kleinwort Benson Ltd PO Box 560 20 Fenchurch Street London EC3P 3DB	Kleinwort Benson Securities Ltd PO Box 560 20 Fenchurch Street London EC3P 3DB
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Date 15th April 1994.

This advertisement is issued in compliance with the requirements of The International Stock Exchange of the United Kingdom and the Republic of Ireland Limited (the "London Stock Exchange"). It does not constitute an invitation to any person to subscribe for or purchase any securities in Beta Global Emerging Markets Investment Trust plc. Application has been made to the London Stock Exchange for all the C Shares now being offered and the New Warrants to be issued on conversion of the C Shares to be admitted to the Official List. It is expected that admission of the C Shares will become effective, and that dealings in the C Shares will commence, on 10th May, 1994.

## BETA GLOBAL EMERGING MARKETS INVESTMENT TRUST PLC

(Incorporated in England and Wales under the Companies Act 1985 with registered number 2398239)

Placing and Open Offer of up to 30,000,000 C Shares of £1 each

by NatWest Securities Limited

at 100p per C Share

The C Shares will convert into New Ordinary Shares (with New Warrants) on the basis set out in the Listing Particulars.

Details of the Placing and Open Offer are given in the document dated 14th April, 1994 which has been approved by the London Stock Exchange as listing particulars relating to Beta Global Emerging Markets Investment Trust plc (the "Listing Particulars"). Copies of the Listing Particulars may be obtained during usual business hours up to and including 19th April, 1994 (for collection only) from the Company Announcements Office, London Stock Exchange Tower, Capel Court, off Bartholomew Lane, London EC2N 1HP and during usual business hours up to and including 10th May, 1994 from:

NatWest Securities Limited 135 Bishopsgate London EC2M 3XT	Beta Global Emerging Markets Investment Trust plc 3 Bolt Court Fleet Street London EC4A 3DQ
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15th April, 1994

### Notice of Redemption

MFC

Mortgage Funding Corporation No.4 PLC  
(Incorporated in England and Wales with limited liability under registered number 2133491)

£100,000,000 Class A1 Mortgage Backed Floating Rate Notes Due 2035

NOTICE IS HEREBY GIVEN to the holders of the Class A1 Notes, that the Issuer has determined in accordance with the Redemption provisions set out in the Terms and Conditions of the Class A1 Notes in the amount of £3,500,000 to be redeemed on the next Interest Payment Date, 29th April, 1994 (the "Redemption Date"). The Class A1 Notes will be redeemed on a pro-rata basis and the Principal Payment per Class A1 Note will be £3,500. The Principal Payment on each Class A1 Note will be made in accordance with the operating procedures of Euroclear and Codel.

Bankers Trust Company, London Agent Bank (15th April, 1994)

### MGM ASSURANCE

Notice of meeting of Marine and General Mutual Life Assurance Society  
Notice is hereby given to the Members of the Society that the 142nd Annual General Meeting of the Society will be held at MGM House, Finance Road, Worthing, West Sussex on Wednesday 25 May 1994, at 12.30 p.m. for the following purposes:  
1. To receive the Director's Report and Financial Statements for the year ended 31 December 1993.  
2. To consider the election of directors.  
3. To reappoint KPMG Peat Marwick as auditors of the Society and to authorise the directors to fix their remuneration.  
4. To transact any other business.  
By Order of the Board  
J. Sutton, Secretary  
6 April 1994.  
Each shareholder may attend and vote in person or by proxy at meetings of the Society. A proxy need not be a member of the Society.

### NOTICE OF INTEREST RATE

To the Holders of Banco Central do Brasil New Money Bonds Due in 1999

In accordance with the provisions of the Bonds, notice is hereby given that the above Bonds will bear interest for the 185 day Interest Period from April 15, 1994 to October 17, 1994, at a rate per annum of 5.1875, as calculated in accordance with the terms of the above Bonds.  
BANCO CENTRAL DO BRASIL, Issuer

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## Banco de la Nacion Argentina

U.S. \$195,000,000

Floating Rate Notes due 1994-1997

For the period 15th April, 1994 to 17th October, 1994

In accordance with the provisions of the Notes, notice is hereby given that the rate of interest has been fixed at 5.125 per cent. per annum, and that the interest payable on the relevant interest payment date, 17th October, 1994 against Coupon No. 14 will be U.S. \$1,152.24 per U.S. \$50,000 Note.

The Industrial Bank of Japan, Limited Agent Bank

## Credito Italiano

A JOINT STOCK COMPANY - FORMERLY A BANK OF NATIONAL INTEREST  
REGISTERED OFFICE: GENOVA, VIA DANTE NO. 1 - HEAD OFFICE: MILAN, PIAZZA CORUSCO  
CAPITAL: L. 1.000.000.000.000 - RESERVE FUND: 370.000.000.000

Proposed by the General Board, in the Ordinary General Meeting to be held on the 15th April 1994 at 3.30 p.m. in Genoa at the "Centro Congressi - Expo - Porto Antico Piazza Cavour Varco Mandracio".

### CALLING OF THE ANNUAL GENERAL SHAREHOLDERS MEETING

The shareholders of Credito Italiano are informed that, on the basis of the number of requests for entrance tickets to the Annual General Shareholders Meeting received to-date, the legal quorum may not be reached during the first calling to ensure its validity therefore must probably making it necessary to convene a second meeting on

Saturday, April 16, 1994 at 3.30 p.m.  
in Genoa at the "Centro Congressi - Expo - Porto Antico Piazza Cavour Varco Mandracio".

Milan, April 12, 1994

## \$8,600,000

## U.S. ELECTRICAR, INC.

3,000,000 Shares Unregistered Common Stock

These securities have not been registered under the Securities Act of 1933 and may not be offered or sold in the United States or to U.S. persons absent registration or an applicable exemption from the registration requirements. These securities have been previously sold.

This announcement appears as a matter of record only.

We advised the Company and privately placed securities with qualified European institutional buyers pursuant to Regulation S under the Securities Act of 1933.

DEANE & CO. SVENNILSON LTD. HIRSCH & CIE

April 7, 1994

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## Hunting at £32m with help of exceptionals

By Tim Bart

Property disposals and the sale of subsidiaries last year helped Hunting defy the recession in its aviation, defence and oil businesses.

Exceptional items totalling £8.1m underpinned a slight increase in pre-tax profits to £31.7m in the 12 months to December 31, against £29.2m last year.

The shares, however, fell 14p to 215p after the group showed a 16 per cent decline in operating profits to £29.1m (£34.6m).

Mr Kenneth Miller, chief executive, blamed the operating downturn on hefty restructuring costs of £5.8m and trading losses at subsidiaries which have since been sold.

The reorganisation centred on the aviation business, where the group made £2.9m of provisions to cover redundancies, the cost of selling Hunting Aircraft - its loss-making US subsidiary - and the amalgamation of more than 30 companies into five sub-divisions.

Operating profits in the aviation division, which suffered from deferred orders and production cuts, fell from £11.8m to £3m and the workforce was reduced by 150 to less than 2,000.

Mr Miller, who warned a further 150 jobs would go this year, said: "It was a skinny performance and the business is not generating an adequate return on investment. The restructuring will change that but it's not going to recover in a hurry."

The problems were partially offset by improved results in the defence and oil divisions.

A nine-month contribution from the Atomic Weapons Establishment boosted defence profits to £14.6m (£9.3m). The group made a £2.3m provision for relocating its communication technology business.

The oil division saw profits increase by £1.9m to £17.8m despite the falling price of crude, which it markets and

supplies in North America.

Group turnover improved from £809.8m to £1.06bn, including £6.7m (£30.1m) from discontinued activities. Earnings per share fell from 15.7p to 13.6p, and a final dividend of 10p is proposed for an unchanged 10p total.

### COMMENT

With £15m of surplus property still on its books, there is nothing to stop Hunting selling further assets to buoy this year's figures. It is an attractive option given the fragility of the aviation and defence markets and the recent slide in the oil price. But the balance sheet has been strengthened by last year's £37m rights issue, cutting gearing from 78 per cent to 35 per cent, and that will allow the group to develop its underlying businesses. It may take some time, however, for the benefits of new orders to feed through. So although profits this year could reach £33m on a forward multiple of 15.5, the shares could prove a costly short-term option.

## Going for gold as rivals drop out

Kenneth Gooding on the fortunes of Cookson as it focuses on precious metals

It is the hope of every company in an overcrowded and competitive market that some of its rivals will pack up and leave. It is rarely fulfilled.

Yet that is what has enabled Cookson to emerge as one of the world's five biggest suppliers of semi-fabricated precious metals to the gold jewellery and silversmith industries.

In the past four years the specialist industrial materials group has been hauled back from financial disaster by a new management team led by Mr Richard Oster, chief executive.

He is now busy refocusing the group. It is withdrawing from non-core businesses such as the engineering operations, sold recently, while precious metals fabricating has been carefully reconstructed to become one of the biggest core divisions.

In North America Cookson was already the largest fabricator of gold for the jewellery industry, processing more than 1.5m troy ounces of gold and several million ounces of silver. This followed the merger five years ago of the two biggest US companies, Stern and Leach. Cookson took full control in 1992.

Its biggest rival in the US quit in 1991. Engelhard, the precious metals group ultimately controlled by the Anglo American Corporation of South Africa, first attempted a sale to Degussa of Germany but the deal fell through and companies were either sold individually or closed.

The investment cost to the developer is expected to range between \$45,000 and \$50,000 per room, about half the outlay for the upmarket Holiday Inn Crown Plaza hotels, whose prime city-centre locations mean higher land prices.

The company has already signed agreements covering the opening of 20 hotels in Poland and one in Germany, with talks on four other German sites currently underway.

The first German hotel will open in Cottbus, a city located between Berlin and Dresden, in the spring of 1995.

of Johnson Matthey, another company ultimately controlled by Anglo American.

With annual sales of £44m, JM was the UK market leader. Its operations in Dublin and Birmingham have been merged with those of Knight & Day (also in Birmingham) and the combination renamed Cookson Precious Metals.

Some analysts suggest that Cookson's move into the UK market and its obvious intentions of becoming a serious force in continental Europe triggered JM's decision to move out. JM said the business did not fit its strategy and that it was achieving only a 2 per cent return on net assets against a required level of 20 per cent. Stern is sure CPM can reach the 20 per cent target, mainly because of book-keeping differences. JM bought all its precious metal, but Stern's policy is to lease metal.

Mr Jake Conley, president of Stern, said the JM acquisition gave Cookson the critical mass to compete in western Europe with the likes of Degussa as well as Heraeus of Germany and CLA (Chaudronerie Legere d'Argenteuil) of France. He said: "This is a mature business with little growth. But the last survivor is going to do well and we [Cookson] are heading in that direction."

He would not be surprised to see Handy & Harman, the remaining big competitor in the US, quit or to see CLA give up in Europe. He also suggested it was likely that Engelhard would ease out of the remnants of its jewellery materials business in the UK.

Stern Metals had sales of \$300m (£158m) and an operating profit of \$26.1m last year for an 11.4 per cent return on sales, up from \$204m, \$22.6m and an 11 per cent return in 1992.

The group employs 527 people and specialises in turning alloys containing pure gold and silver into more than 2,000 different items such as metal wire, sheet, tubing and casting grains. Its customers make these into anything from cheap, 14-carat gold chains to some of the most expensive jewellery in the world.



Cookson's products are used in all kinds of jewellery from the cheap to the most expensive

The activities also include APM-Sterngold, the oldest dental attachments company in the US, which processes more than 50,000 ounces of precious metals annually and last year reported a remarkable 73 per cent return on net assets.

Mr Fred Hammerle, Stern's chief operating officer, suggested the success sprang partly from its "incentive-driven" workforce. For example, the Stern-Leach mill products operations have an incentive scheme called TCP - Teamwork + Cost Control - Profit - which last year paid a total of \$1.8m, equivalent to nine weeks pay, for each of the 452 people included. The minimum payment was \$2,761 and the maximum more than \$25,000.

Mr Dick Smith, president of Stern-Leach, explained: "The scheme encourages people to work smarter, do their own quality control. They don't

make scrap. There is more awareness of how the job should be done. They don't want us to hire more people. They don't like people goofing off."

With more than 1,600 customers, many of them small businesses, credit control is also an important element in Stern's success. Any debt above \$200,000 must go to the credit committee. Customers get 30 days to pay and then are charged at an annual rate of 15 per cent up to 60 days.

Some of this expertise can be passed on to the newly-acquired UK companies, as can many of Stern's production techniques - although Stern also expects to learn from the former JM people. Transatlantic exchanges of key production people already are being made.

Mr Conley says that tube, sheet and wire will be exported from the US, where there is very little incremental cost when output is increased, to

the UK for reworking. This should shorten UK delivery times.

"Our main priority will be to rationalise the mill and dental operations. That should take nine months."

Then CPM would start looking seriously at exporting to Spain, Greece, east Asia and Australia. JM's export experience would be of great value. Also, JM's contacts with Britain's National Health Service should help the US dental business.

"But first we have to digest what we have so far. We want to make sure Cookson gets the return we promised."

Mr Geoff Altum, analyst at NatWest Securities, saw no reason why targets would be missed.

"With a good management team and a high market share you can make it in. I can't see what's to stop them taking Europe by storm."

## Holiday Inn's budget hotel chain heads for Europe

By Ronald van de Krol in Amsterdam

Holiday Inn, the hotel chain owned by B&B, the brewery and leisure group, plans to extend its budget hotel chain, Holiday Inn Express, to Europe.

The company said it hoped to open more than 100 Holiday Inn Express hotels over the next five years, mainly in Germany, central Europe, the UK, Spain and France. The target customer is the "budget-conscious" business and leisure traveller.

In the UK, the hotels will compete with chains like Travelodge, which is owned by Forte, in France and Germany, which will be pitted against the Ibis Hotel chain owned by the Accor group of France.

Most of the hotels will be

located along motorways and on secondary sites near main cities, rather than in city centres. Rooms will cost an average \$35 (£28) a night, including breakfast - considerably less than the prices charged at standard Holiday Inns or at the more expensive Holiday Inn Crown Plaza hotels.

Holiday Inn Express hotels were launched in the US in 1980, and plans to extend them to Asia were announced in late 1993.

Mr Bryant Langton, Holiday Inn chairman, said: "Given the success of this product around the world, I see no reason why we here in Europe could not have more than 100 Holiday Inn Express hotels in the next five years."

As with other Holiday Inn hotels, the emphasis will be on franchising rather than out-

right ownership by Holiday Inn. Some will be purpose-built as Holiday Inn Express hotels, while others will be existing hotels that join the Holiday Inn organisation.

The investment cost to the developer is expected to range between \$45,000 and \$50,000 per room, about half the outlay for the upmarket Holiday Inn Crown Plaza hotels, whose prime city-centre locations mean higher land prices.

The company has already signed agreements covering the opening of 20 hotels in Poland and one in Germany, with talks on four other German sites currently underway.

The first German hotel will open in Cottbus, a city located between Berlin and Dresden, in the spring of 1995.

### NEWS DIGEST

## Recovery continues at Storm

Storm Group, the USM-traded multi-media concern, continued its recovery during the second half of 1993 and ended the 12 months with pre-tax profits amounting to £122,000, compared with losses of £2.1m restated in accordance with FRS 3.

The directors said they intended to undertake a capital reorganisation which would enable the group "to commence paying dividends as soon as possible".

Turnover fell from £6.04m to £5.23m but there were operating profits of £311,000 (£2.03m losses), after much lower exceptional debits of £107,000, against £2,050.

The pre-tax figure was after higher interest of £189,000 (£55,000). Earnings per share were 0.2p against losses last time of 2.8p.

Directors stated that during 1993 there was an encouraging increase in sales of the group's television portfolio and strong interest in a number of its character properties.

The production facilities studio also contributed to profits, they added, with two series completed during the year.

## Brooks Service back in the black

In spite of fierce competition that led to price reductions in many areas, Brooks Service Group, the textile rental and retail services company, swung from losses of £292,000 to profits of £233,000 pre-tax for the year to December 25.

Turnover was marginally lower at £23.9m (£24.2m) but interest charges were cut to £348,000 (£382,000). Earnings per share emerged at 5.15p (losses 1.79p) and a proposed final dividend of 1p makes a total of 1.5p (nil).

Although trading conditions continued to be difficult the directors said there were "encouraging" signs in some areas. Actions taken had "laid a good foundation" for improved profitability.

Year-end gearing was reduced to 46 per cent (58 per cent). The shares closed 1p higher at 70p, after 74p.

## Ipeco declines 29% to £2.35m

Ipeco Holdings suffered a 29 per cent fall in 1993 pre-tax profits. The aviation and defence industry supplier blamed the decline on poor conditions in the civil aerospace sector.

After restructuring costs of

£200,000 the pre-tax figure was £2.35m (£3.3m).

Turnover was slightly higher at £20.3m (£19.5m). The company said despite cost reductions, order rescheduling left the core flight deck equipment business lower. Trading in the other subsidiaries was mixed with good results from the smaller aerospace operations and steady progress in the second half in some defence-related areas.

Earnings per share were 5.45p (7.72p) but the board is recommending an unchanged final dividend of 2.3p, maintaining the total for the year at 3.8p.

## Swallowfield 28% ahead to £1.63m

Swallowfield, the aerosol and cosmetics manufacturer, announced 28 per cent growth in pre-tax profits, from £1.27m to £1.63m, for the year to December 31.

The advance was achieved on turnover ahead 23 per cent to £28.6m (£23.2m). Mr Terry Organ, chairman, said that with the current level of inflation it had been difficult to increase prices and the result reflected a rise in unit sales and improved efficiency.

Earnings per share rose to 9.8p (7.3p) and a proposed final dividend of 3p lifts the total from 4.4p to 5.2p.

## Faber Prest joint venture in Singapore

Faber Prest, the industrial and distribution service group, has entered the growing south-east Asian market with the acquisition of a 45 per cent stake in a subsidiary of NatSteel Singapore, for a maximum \$81.98m (£855,000).

Faber has also entered a joint venture agreement with Nova Hut AS Steelworks,

Ostrava, the largest steel producer in the Czech Republic. The agreement establishes the company as the leading supplier of specialist slag reclamation services in that country.

In addition, BHP New Zealand Steel, to whom full steel mill services are provided, has approved in principle an increase in activities and an extension of the existing contract term to the year 2008.

Faber also reported that Babcock International had dropped its legal action against the company.

## BP sells interest in Hikurangi estate

British Petroleum has agreed to sell its interest in the Hikurangi forest estate in New Zealand to Fletcher Challenge, its joint partner in the venture, for \$71m (£48.6m).

BP's interest, comprising 35,800 acres, is out of a total of 58,000 of radiata pine. The sale is scheduled for completion on April 29.

## One-off items hit Estates & Agency

A number of one-off items left pre-tax profits at Estates & Agency Holdings, the property investment company, lower at £283,000 for the six months to December 31, against £416,000.

The company said that costs relating to the sale of a site in Plymouth, offset by non-recurring income, cut operating profits by £240,000 to £249,000 (£416,000).

The sale resulted in an exceptional credit of £24,000 being the net surplus over the latest valuation. Gross income was £2.65m (£2.48m). Earnings per share came out at 3.94p (6.89p). The interim dividend is raised to 3.5p (0.5p).

## Britain's Ethnic Businesses

The survey will report on the important contribution made to the economy by ethnic minority businesses in the United Kingdom. It will examine how their future prospects will be affected by competition at home and from abroad, and how they are responding to the challenges of economic revival in the UK.

For more information on editorial content and details of advertising opportunities available in this survey, please contact:

ANTHONY G HAYES  
Tel: 021 454 0822 Fax: 021 455 0855

FT Surveys

## The Seoul Asia Index Trust International Depositary Receipts

Evidencing Certificates in respect of 1,000 Units in the Trust

NOTICE IS HEREBY GIVEN to Unitholders that the Seoul Asia Index Trust, has declared a dividend in the form of International Depositary Receipts in respect of 1,000 units, payable on or after May 2, 1994.

Payments of Coupon No 4 of the International Depositary Receipts, will be made on or after May 2, 1994 against presentation of the Coupons to the Depositary or to one of the Depositary Agents listed below, (in the case of Holders of bearer IDRs), or (in the case of Holders of registered IDRs) to the Holders that the Depositary is satisfied were on the Register on the Record Date - March 31, 1994.

DEPOSITARY  
Chase Manhattan Bank Luxembourg S.A.  
5 Rue Pictet, Luxembourg Grand, L2012 Luxembourg

DEPOSITARY AGENTS  
The Chase Manhattan Bank, N.A.  
Woolgate House, Coleman Street London EC2P 2HD

Corporate Trust Administration  
4 Chase Manhattan Centre, Brooklyn NY 11245 U.S.A.  
Chase Manhattan Bank (Switzerland) Ltd  
83 Rue du Rhone, CH-1204 Geneva, Switzerland

The amount of dollars payable, in respect of Coupons presented to an Agent of the Depositary by the Close of Business on April 29, 1994 shall be the net proceeds of the sale of the amount of Won for US dollars at the prevailing telegraphic transfer selling rate of US dollars for Won as quoted by a foreign exchange bank in Korea on the day on which the relevant transfer is made.

The dividend proceeds will be distributed to IDR holders in proportion to their respective entitlement and after the deduction of all taxes and fees, charges, duties and expenses of the Depositary.

All Certificate holders are required to submit the name and address of a bank in New York and a US dollar account number for payment, or an address for which payment should be sent by US dollar cheque.

All holders residing in a country having a double taxation treaty with the Republic of Korea may obtain payment at a lower rate of the Korean non-resident withholding tax, on condition they furnish to either the Depositary or through one of the designated Depositary Agents, a certificate showing their residence, together with a copy of the Certificate of Incorporation, or for individuals, a copy of their passport. These documents are requested by the Korean National Tax Administration Office as evidence of residence.

Without such proof of residence, the full tax rate of 26.675 per cent, Korean non-resident withholding tax will be retained.

All documents shall be submitted to the Depositary or a Depositary Agent by April 29, 1994.

Chase Manhattan Bank Luxembourg S.A. as Depositary

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(a member of the Rosy Blue Group of Companies with its registered office at Luxembourg)

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of

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3% Bearer Bonds of 1994 - 2004

AND

USD 45,750,000

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ABN AMRO Bank (LUXEMBOURG) S.A.

Advisor to the Issuer:

ABN AMRO Bank, ANTWERP DIAMOND BRANCH

ABN-AMRO Bank

APRIL 1994

ENGELS - HOLLANDSE BELEGINGS TRUST N.V. (English and Dutch Investment Trust)

Established in Amsterdam

NOTICE IS HEREBY GIVEN that the Annual General Meeting of Shareholders will be held on Thursday 28th April 1994 at 14.00 hours at the office of the Company, Keizersgracht 674, Amsterdam.

Shareholders wishing to attend the General Meeting of the Company must deposit their shares not less than seven days before the Meeting with Hollandse Koopmansbank N.V. Croeselaan 1, Utrecht or with Hill Samuel Bank Limited, 45 Beech Street, London EC2P 2LX. A deposit certificate will be issued to such shareholders which, upon surrender, will entitle them to vote at the Meeting.

Holders of shares registered with the Company in its Shareholders' Register must inform the Board of Managing Directors in writing at least four days prior to the Meeting that they intend to attend the Meeting in person or by proxy.

Holders of Participation Certificates issued by Royal Exchange Assurance who wish to attend and vote at the Meeting must contact the Trustee Department of Royal Exchange Assurance, 155 Bishopsgate, London EC2M 3JU at least ten days before the Meeting.

Royal Exchange Assurance is prepared to issue a power of attorney for the same number of shares held in trust as the Certificateholders shall have deposited with Royal Exchange Assurance.

Copies of the Annual Report and Accounts for the year ended 31st December 1993 and of the Resolutions to be put before the Meeting will be available at the offices of the above named.

By order of the Board

Hollandse Koopmansbank N.V.

Management

W. Michels

Amsterdam

15th April 1994

This advertisement is issued in compliance with the regulations of the International Stock Exchange of the United Kingdom and the Republic of Ireland Limited (the London Stock Exchange)

### THE SCOTTISH EASTERN INVESTMENT TRUST plc

(Incorporated in Scotland under the Companies Act 1968 to 1972)

Placing of £50,000,000 8% per cent  
Debenture Stock 2024 at 97.71 per cent

Application has been made to the London Stock Exchange for the whole of the above Stock (the "New Stock") to be admitted to the Official List.

The New Stock being issued will be secured by a first Floating Charge (the "Floating Charge") upon all of the property (including uncalled capital) which may from time to time be comprised in the property and undertaking of the Company. The Floating Charge will rank *pari passu* in point of security with the Floating Charges which the Company has already granted.

Copies of the Listing Particulars relating to the New Stock may be obtained during normal business hours on any weekday (Saturdays and Public Holidays excepted) for 14 days from the date of this notice from:

Cazenove & Co.,  
12 Tokenhouse Yard  
London,  
EC2R 7AN

The Scottish Eastern Investment Trust plc  
Saline Court,  
20 Castle Terrace,  
Edinburgh EH1 2ES

Copies of the Listing Particulars will also be available for 2 business days from the date of this notice from the Company's Announcements Office, the London Stock Exchange, London EC2.

15th April 1994

The Financial Times  
plans to publish a Survey on:  
**Britain's Ethnic Businesses**  
on Thursday June 16.

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## COMMODITIES AND AGRICULTURE

## Silver's bull run written off as hedge funds sell

By Kenneth Gooding, Mining Correspondent

The "audacious" foray into the silver market by the US hedge funds is coming to an end, according to Mr Ted Arnold, analyst at the Merrill Lynch financial services group.

The weight of physical selling of silver following its price rise and a fall in demand in India, the biggest market for the metal, "suggests that \$6 to \$6.50 [a troy ounce] silver are unattainable levels unless the funds want to throw huge resources into the market."

Recent evidence suggests the funds are doing the opposite and starting to realise their profits, says Mr Arnold in Merrill's Weekly Futures Report.

He suggests the funds' physical silver holdings, built up over the past six months, are probably in their books at an average of about \$4.50 to \$4.90 an ounce compared with the average spot price for the period of \$4.95. Last night silver closed in London up 1 cent at \$5.28.

## MARKET REPORT

## Crude futures at 1994 highs

London Oil futures yesterday hit 1994 peaks in a rally sparked mostly by tighter North Sea supplies and brisk demand. At the International Petroleum Exchange May delivery Brent Blend traded up to \$15.15 a barrel, the highest for a prompt contract since November 24 and the first time it had topped \$15 since February 3.

COFFEE prices remained weak throughout the day at the London Commodity Exchange, the second month ending at the day's lows in an expected correction following recent strong gains.

London Metal Exchange ALUMINIUM prices broke

Mr Arnold points out that the average London spot price in 1993 was \$4.39 after \$3.94 in 1992. So many producers, smelters and stockholders perceive \$5.50 an ounce to be a high price and try to sell when the price rallies above \$5.50.

"Meanwhile, in Europe physical silver continues to flow into vaults from the Commonwealth of Independent States, the Middle East and, to a lesser extent, from Asia."

Mr Arnold said last night that "a large nail in the silver bull's coffin" was the revelation by Bankers Trust last Friday that it had moved all but its ounces of silver from New York Commodity Exchange warehouses to vaults at Chase Manhattan Bank. Four months ago Bankers Trust had more than 25m ounces of silver in Comex warehouses and since then total Comex stocks have fallen by about 35m ounces. Some traders cited the fall in Comex stocks as a factor in silver's rally in recent months to a 4 1/2-year peak.

## MARKET REPORT

## Crude futures at 1994 highs

lower but just about managed to hold above a \$13.05 a barrel for three months delivery as Chinese interest continued to appear on price dips. The price closed at \$13.06 a barrel, down \$8 on the day.

NICKEL prices bounced smartly in the afternoon, with the market capitalising on good downside support below \$5,600 a tonne, virtually to erase early losses.

LEAD prices collapsed during the afternoon "hard" session, with stop-loss selling orders triggered below \$460 a tonne, following Wednesday's failure above \$470.

Compiled from Reuters

## Ashanti puts the gold back into the Gold Coast

Paul Adams on next week's flotation of the jewel in the crown of Ghanaian mining

When Ashanti Goldmines Corporation is floated on the London Stock Exchange next week the Ghanaian government will have put in place the most important part of its privatisation programme.

It already has divested most of the State Gold Mining Corporation's stakes in local mines, usually retaining 10 per cent of these ventures. In the case of Ashanti, the jewel in the crown, it is reducing its shareholding from 55 per cent to 31.3 per cent.

Since new mining laws in 1986 opened Ghana's moribund mining industry to foreign capital and expertise, Australian mining companies have been particularly ready to lead the way with investment and management, bringing with them their expertise in open pit mining.

For example, the share price of Golden Shamrock in Australia has risen sharply since in late 1992 it began producing gold at the Idupriem mine, some 100km south of Ashanti. Golden Shamrock is the main shareholder in Ghanaian Australian Goldfields, a \$65m joint venture with the International Finance Corporation and the Ghanaian government. The mine, which in 1992 had more than 1m troy ounces of proven and probable gold reserves, is producing about 110,000 ounces a year.

Two junior Australian companies, Ranger Minerals and Associated Goldfields are also investing in the region. Ranger has raised \$27m for Abosso Gold Fields, a mine close to Idupriem. Kiwi Gold Fields is

financing a small property south of Ashanti. Meanwhile, the Southern Cross mine has been acquired by Obonoma Gold Mines, 90 per cent owned by Turnbull Doyle Resources of Australia, which is seeking a stock market listing.

Some South African compa-

panies have also been attracted to the region by the relative political stability of Ghana and low production costs. Gold Fields of South Africa bought Tarkwa gold mine in western Ghana from the state mining corporation last year and since July has doubled production to 4,000 ounces a month while halving the workforce to 1,400.

Johannesburg Consolidated Investments is to manage Prestea, near Tarkwa, at present state-owned. Hillstar, part of the Royal Dutch/Shell group owns the Bogoso mine, one of the assets Gencor of South Africa hopes to acquire from the oil group. Bogoso is producing about 100,000 ounces of gold a year.

Cluff Resources of the UK is developing a 30,000-ounce-a-year gold mine at Ayanfuri, west of Dunkwa. Further north, Pioneer Corporation, another Australian company, has taken over the mine at Teberebi and increased the production rate from 160,000 ounces last year to 240,000

ounces. The Canadian group Bonto Gold has bought an alluvial gold mine and begun trial production at about 1,200 ounces a month.

Of course none of these can compare with Ashanti, one of the world's richest gold mines. Ashanti's production has

gold reserves have exceeded production."

Ashanti has just acquired a 140 sq km concession for exploration, adjoining the existing 256 sq km at the Obuasi site, about 180km north of Accra. Last year cash operating costs were \$173 an ounce, rising to \$253 if depreciation and royalties were included, against an average market price over the year of \$387 an ounce.

Industry analysts rate Ashanti as one of the world's finest gold prospects. Its strength lies in the variety of ore deposits extracted from both deep mines and open pits. Material is treated by four separate processing plants. The open pit operations, begun in 1990, cut production costs and freed the investment in the underground infrastructure, which is expensive to develop but opens the way to much bigger deposits.

Apart from the volatility of the gold market the investment risks in Ashanti are linked to Ghana's political future. President Jerry Rawlings' government has been the leading exponent of economic liberalisation in black Africa, but the favourable investment in Ghana will depend on a continuation of his policies, backed by the International Monetary Fund.

Ashanti's recovery in the 1980s and the current \$305m Ashanti Mine Expansion Project have been funded partly by the IMF's offset, the International Finance Corporation and participating lenders. The management believes that the flotation will free Ashanti from the "shackles" of the IMF, giving it

Producers silent on rubber pact stance

Rubber producers at the United Nations-sponsored negotiations here on a new international accord were yesterday still refusing to outline their position publicly, reports Reuters from Geneva. And with just one more day to go to wrap up the 10-day 26-nation conference, observers were suggesting that might result in delegates having to return home empty-handed.

"It's difficult to say, we're still in discussion... I have no details yet," said the rubber exporters' spokesman Ms Rosediana Subarto, director of the Indonesian Export Training Centre at the country's Department of Trade.

But experienced negotiators were not entirely negative. "Just because the producers are not talking doesn't mean they might not try to strike a last-minute deal in informal discussions," an official close to the conference secretariat said.

"If they appear to be agreeing now, they might give away some bargaining power later on today." And an African producer delegate said: "There are not many disagreements within the producers' group. It's going better than the cocoa talks."

But a producer delegate from one of the top three Asian growers was less hopeful. "We haven't narrowed it down enough," he said.

"If we don't get something to deal on by tonight, the talks will have failed," European Union representative Mr Derek Taylor said. But he knew of a number of private consultations later on.

Success or failure depended on just a few articles within the envisaged treaty, officials said. The two sides still differed on the reference price, the price range to be defended by buffer stock operations and how to review and revise the price.

Low oil prices should not trigger energy crisis, says IEA chief

Current low oil prices should not lead to an energy crisis, despite concerns that they could stifle investment in oil production or create bitter feelings among producer nations, the chief of the International Energy Agency said here yesterday, reports Reuters from Kyoto.

Ms Helga Steeg, IEA executive director, in Japan to attend an IEA board meeting, suggested that serious energy shortages could be averted if consuming and producing countries created a co-operative environment.

She said the agency had held many talks with producer

nations and oil companies since the Gulf War to discuss the long-term outlook as well as the investment climate, and "oil companies have a valid element but not the only element in deciding development projects".

Ms Steeg added that produc-

ing countries, most of which were still economically in the development stage, needed western world funds and technology and were interested in co-operating with consumer nations.

One IEA idea was to create a

two-way investment flow, in which western oil companies invested in upstream sectors in producing countries and producers invested in downstream sectors - such as petrol stations - in consumer nations, she explained.

That would enable the produc-

CROSSWORD

No.8,429 Set by QUARK

ACROSS

- 1 A 20 US novelist was Jack (6)
- 4 A 30 for carpet, lace and veg (6)
- 9 Upset Gary with the heartless whiff (6)
- 10 Handsome lettering in part could be on menu (8)
- 12 Side pun outside right: Combined effort needed (8)
- 13 The sharp pain is one of two, for example returning (6)
- 15 One in light yellow initially inclined to fawn (4)
- 16 Key worn out is very important but not 20 (3,4)
- 20 See 1 across, 3, 4, 5, 21, 23, 24, 30, 31 (7)
- 21 A 20 is smart, we hear (4)
- 25 Lo! Very changeable, excessively so (6)
- 26 Operetta to fix in advance (6)
- 28 One with Imbago might get restraint (4,4)
- 29 Cause of food-poisoning lady put out as fish (6)
- 30 A 20 near crab at sea (8)
- 31 A 20 crazy to cut journey short (6)

DOWN

- 1 Minister's residence with sign outside gate damaged (6)
- 2 Usually man's friend (8)
- 3 A 20 with a power unit to ring up (6)
- 5 A 20 always seen in promenading (4)
- 6 A fine timer (8)
- 7 Former temporary accommo- within area (6)
- 8 A good sound player? (6)
- 11 Races in, beater, it's dreadful to take (7)
- 14 Detectives including several coming up with energy (7)
- 17 Erring students? One's put in a false statement (8)
- 18 One introducing changes to produce improvement (with hesitation) (6)
- 19 Place underground - den, possibly. Suspect could be (8)
- 22 Architectural style achieved stylishness lacking roof (6)
- 23 A 20 composer (6)
- 24 A 20 going ahead? (6)
- 27 Mark the rock formation (4)

Solution 8,428

SETTLE PROPHET  
ITALIC HANDSOME  
ROTATION GREATER  
UO SERS I  
JAB COUNTRYMAN  
I DUE YD  
LEADING MEN DOLE  
VALUABLE LEARNERS  
EAL A D S U  
RESORTANT DOWNED  
E G T WEE  
TURNED IN OSTEND

Of broking and jobbing the Pelikan's fond,  
See how sweetly he puts your word onto bond.

Pelikan

JOTTER PAD

BASE METALS

LONDON METAL EXCHANGE

(Prices from Amalgamated Metal Trading)

ALUMINIUM, 99.7 PURITY (\$ per tonne)

	Sett	Day's	High	Low	Open	Vol
Cash	3 mths					
Close	1294.5-5.5	1309-9.5				
Previous	1294.5	1309-9.5				
High/Low	1294.5-5.5	1309-9.5				
AM Official	1289.5/90.5	1314-4.5				
Kerb close	1308-8.5					
Open int.	266.188					
Total daily turnover	56,593					

ALUMINIUM ALLOY (\$ per tonne)

	Sett	Day's	High	Low	Open	Vol
Close	1340-9.0	1330-2				
Previous	1323-5	1332-5				
High/Low	1323-5	1332-5				
AM Official	1323-5	1333/1320				
Kerb close	1323-5	1330-2				
Open int.	4.611					
Total daily turnover	583					

LEAD (\$ per tonne)

	Sett	Day's	High	Low	Open	Vol
Close	445.5-6.5	460.5-1.0				
Previous	457.5-8.5	472.0-2.5				
High/Low	445.5-6.5	460.5-1.0				
AM Official	447-7.5	461-1.5				
Kerb close	456-7	466-7				
Open int.	33,662					
Total daily turnover	5,449					

NICKEL (\$ per tonne)

	Sett	Day's	High	Low	Open	Vol
Close	5535-4.5	5605-1.5				
Previous	5560-7.0	5630-9.5				
High/Low	5535-4.5	5605-1.5				
AM Official	5512-5	5590-5				
Kerb close	5527	5593-5				
Open int.	63,227					
Total daily turnover	8,590					

TIN (\$ per tonne)

	Sett	Day's	High	Low	Open	Vol
Close	5445-5.5	5605-10				
Previous	5490-5	5545-50				
High/Low	5445-5.5	5605-10				
AM Official	5455-60	5510-15				
Kerb close	5510-15	5515-20				
Open int.	16,212					
Total daily turnover	5,680					

ZINC, special high grade (\$ per tonne)

	Sett	Day's	High	Low	Open	Vol
Close	932.5-3.5	953-4				
Previous	941.5-2.5	962-4				
High/Low	932.5-3.5	953-4				
AM Official	935-4	968-4.5				
Kerb close	952-2.5	962-2.5				
Open int.	101,385					
Total daily turnover	161,376					

COPPER, grade A (\$ per tonne)

	Sett	Day's	High	Low	Open	Vol
Close	1683.5-4.5	1688-3				
Previous	1683.5-4.5	1688-3				
High/Low	1683.5-4.5	1688-3				
AM Official	1683.5-4.5	1688-3				
Kerb close	1688-3	1688-3.5				
Open int.	197,700					
Total daily turnover	61,676					

LME AM Official 2 1/2 mths: 1,4746

LME Closing 2 1/2 mths: 1,4729

Spot: 1,4771 3 mths: 1,4730 6 mths: 1,4704 9 mths: 1,4687

HIGH GRADE COPPER (COMEX)

	Sett	Day's	High	Low	Open	Vol
Close	88.30	87.25	88.30	86.90	87.00	91
Previous	88.30	87.25	88.30	86.90	87.00	91
High/Low	88.30	87.25	88.30	86.90	87.00	91
AM Official	87.10	87.25	88.30	86.90	87.00	91
Kerb close	87.10	87.25	88.30	86.90	87.00	91
Open int.	87.10	87.25	88.30	86.90	87.00	91
Total daily turnover	87.10	87.25	88.30	86.90	87.00	91

PRECIOUS METALS

LONDON BULLION MARKET

(Prices supplied by N. M. Rothschild)

Gold (Troy oz.) \$ price £ equiv.

	Sett	Day's	High	Low	Open	Vol
Close	377.25-377.75					
Previous	377.25-377.75					
High/Low	377.25-377.75					
AM Official	377.25	256.698				
Kerb close	377.25	256.698				
Open int.	381.50-382.00					
Day's Low	378.25-378.75					
Previous close	378.00-378.50					

Loon Ltd Mean Gold Lending Rates (No US\$)

	Sett	Day's	High	Low	Open	Vol
1 month	3.37	6 months	3.42	12 months	3.20	
2 months	3.42					
3 months	3.48					

Silver Fix \$ price £ equiv.

	Sett	Day's	High	Low	Open	Vol
Spot	398.65					
3 months	398.65					
6 months	371.40					
9 months	371.40					
1 year	362.35					

Gold Coins \$ price £ equiv.

	Sett	Day's	High	Low	Open	Vol
Kruggerand	378-382					
Maple Leaf	388.15-390.06					
New Sovereign	89-92					

Precious Metals continued

GOLD COMEX (100 Troy oz. \$/troy oz.)

	Sett	Day's	High	Low	Open	Vol
Close	378.					











**SPIRITS, WINES & CIDERS** **TRANSPORT - Cont.**

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## CURRENCIES AND MONEY

## MARKETS REPORT

## Buba cuts, dollar lags

The surprise 25 basis point cut in official German interest rates yesterday prompted a flurry of similar moves from other European countries, writes Philip Gawith.

Switzerland, Austria, Denmark, Belgium and the Netherlands all eased credit policy after the Bundesbank council cut both the Lombard and Discount rates by 25 basis points, to 6.5 per cent and 5 per cent respectively.

Market reaction to the move was unexpected: the dollar strengthened, and euromark futures suggested greater pessimism about a fall in German interest rates than before the rate-cut.

The dollar's weakness was especially surprising given that, earlier in the day, there had been rumours of the Bundesbank buying dollars to bolster the US currency against the yen. Two US helicopters being shot down in Iraq would also normally have lent support to the dollar.

Later rumours that the Bundesbank was selling dollars for D-Mark dampened any further remnant of positive sentiment towards the US currency.

Dollar/yen provided an early focus of attention with the Bundesbank said to be buying dollars heavily on behalf of the Bank of Japan (BOJ). The resignation of prime minister Mr Morihiro Hosokawa has bolstered the yen, with the market believing that a political hiatus aggravates the US/Japan trade dispute.

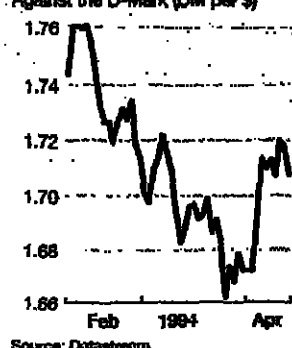
The dollar closed in London at ¥104.080 after opening at ¥103.15. There were also rumours of other central banks buying dollars.

Mr David Barrett, proprietary trader at Natwest Markets, said he believed the BOJ had wanted to teach the market - which had very short dollar, long yen positions - a lesson. He said Japanese exporters and car manufacturers had been selling into rallies as they were very worried that the dollar was not rising.

Analysts were bemused by yesterday's Bundesbank cut. No fresh data supportive of a

## Dollar

Against the D-Mark (DM per \$)



Source: Datastream

■ Pound in New York

	Apr 14	Apr 13	Apr 12
1 spot	1.4770	1.4760	1.4760
1 mth	1.4772	1.4762	1.4762
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## to call the bottom of the German interest rate cycle already

is a sure way to lose money," Midland, and others, are looking for the discount rate to fall to 4 per cent by the end of the year, with a low of about 3.5 per cent some time later.

Mr Avinash Persaud, head of currency research at JP Morgan (Europe) commented: "The Bundesbank is clearly expressing continued concern over the poor performance of the bond market and that appears to outweigh its genuine discomfort over M3 growth."

Analysts believe the decline in official rates will encourage a fall in the repo rate, used by the Bundesbank to set the level of money market rates. The repo was cut by 3 basis points to 5.70 per cent on Wednesday. The market is expecting a repo rate fall of 10-15 basis points next week.

Call money rates fell ahead of the council meeting to 5.80 per cent/5.70 per cent from 5.65/5.75 per cent.

Sterling was fairly steady yesterday, with events elsewhere drawing attention away from a good set of trade figures and Wednesday's announcement of a new openness in the conduct of monetary policy.

The pound closed at DM2.5239 against the D-Mark from DM2.5275. Against the dollar, it firmed to \$1.4771 from \$1.4751.

The Bank of England is not expected to follow the Bundesbank's lead with rates. Although analysts anticipate a further cut in UK rates, it is not expected until there is more supportive data, and evidence of the effect of higher taxes on the economy.

In the money markets the Bank of England injected \$550m liquidity into the market against a \$550m shortage. In the futures market, the June short sterling contract finished three basis points firmer at \$1.4784. The longer contracts, however, lost ground.

## OTHER CURRENCIES

	Apr 14	Apr 13	Apr 12
Hong Kong	10.5110	10.5110	10.5110
India	25.1500	25.1500	25.1500
Japan	109.3000	109.3000	109.3000
Malaysia	3.8000	3.8000	3.8000
Philippines	49.0000	49.0000	49.0000
Saudi Arabia	17.5000	17.5000	17.5000
Singapore	1.5000	1.5000	1.5000
South Korea	109.3000	109.3000	109.3000
Taiwan	25.1500	25.1500	25.1500
Thailand	25.1500	25.1500	25.1500
UAE	4.0000	4.0000	4.0000

Source: Datastream

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INDICES										US INDICES									
		Apr 14	Apr 15	Apr 16	High	Low			1984			Apr 10	Apr 11	Apr 12	High	Low			1984
		Apr 12	Apr 13	Apr 14	High	Low			1984			Apr 10	Apr 11	Apr 12	High	Low			1984
Dow Jones		Apr 10	Apr 11	Apr 12	High	Low			1984			Apr 10	Apr 11	Apr 12	High	Low			1984
S&P 500		Apr 10	Apr 11	Apr 12	High	Low			1984			Apr 10	Apr 11	Apr 12	High	Low			1984
NASDAQ		Apr 10	Apr 11	Apr 12	High	Low			1984			Apr 10	Apr 11	Apr 12	High	Low			1984
NYSE		Apr 10	Apr 11	Apr 12	High	Low			1984			Apr 10	Apr 11	Apr 12	High	Low			1984
NYSE		Apr 10	Apr 11	Apr 12	High	Low			1984			Apr 10	Apr 11	Apr 12	High	Low			1984
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NYSE		Apr 10	Apr 11	Apr 12	High	Low			1984			Apr 10	Apr 11	Apr 12	High	Low			1984
NYSE		Apr 10																	

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**Financial Times. Europe's Business Newspaper.**



4 pm close April 14

**NEW YORK STOCK EXCHANGE COMPOSITE PRICES**

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**Continued on next page**



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**4 pm close April 14**

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During battle conditions

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## EUROPE

# Bundesbank rate cuts fails to give bourses a lift

صبرنا من الامل



## RECRUITMENT

# Jobs: A fledgling sector is demanding skills that are rare in the present climate of public and private polarisation Carnage of chiefs in Tecs battle is leading to new tactics

Norman Stoller, chairman of a successful, rapidly growing company, admits he made a mistake last year in the selection of a new chief executive for the training and enterprise council of which he is the non-executive chairman.

"We chose the wrong man," says Stoller, whose employer-led Tec, in Oldham, Lancashire, will next month begin advertising the post again.

Oldham Tec is not alone, however, in having trouble recruiting the chief executives who provide the day-to-day management of Tecs, which are responsible for administering budgets of more than £2 billion a year delivering government funded training and fostering enterprise in their localities.

Figures disclosed this week by the department of employment show that since April 1990, when the first Tec was set up by the department of employment, 35 of the original 83 chief executives have left their posts.

It is an extraordinarily high level of turnover, probably unmatched by any sector. Some have been sacked

by their boards, others have left by mutual consent. A substantial number, about 20, who were on secondment from the civil service returned to the department of employment.

In some cases, appointment of successors has been controversial. At Kent Tec, for example, the local county council pulled out of talks on merging its economic development unit with the Tec because its candidate was unsuccessful for the chief executive's job.

Commentators on Tecs might conclude that the part-time volunteers who form Tec boards - mostly senior executives - have exercised poor judgment in their selection processes of the individuals who many believe are critical to the success of any Tec. Can they do any better in the future they ask?

In time, as they are able to give greater consideration to what sort of management style they want, is the conclusion of the rash of management and recruitment consultants who are currently working with Tecs.

For the job of chief executive of a Tec, as with a number of jobs that are emerging in bodies such as NHS

Hospital Trusts, has no role model. These new jobs, which are growing in number and which have been specifically targeted by a number of recruitment agencies and newspapers, require both the commercial skills of the private sector and knowledge and sensitivity as to how the public sector works.

Because they are spending public money recruits must also expect approbrium if they demand a luxury car and a high salary. Yet, at the same time they will be asked to demonstrate excellent interpersonal skills with their detractors.

Mr David Howells, an independent management consultant, who has worked extensively with Tecs, says: "The specification is truly demanding. Tec boards need to recruit the Archangel Gabriel, or one of his key henchmen, to do the job. There are a number of people who are truly effective, but their numbers are limited."

An advertisement placed this week for such a £55,000 a year post at Hertfordshire Tec says: "Ideally, candidates will combine sound management experience in industry and commerce, together with public sector

experience, which includes dealing with government departments and agencies".

It is a mixture that is rarely found in the private sector, except perhaps the defence industry, from which some of the most successful chief executives have been drawn.

An advertisement for an NHS Hospital trust would place similar emphasis on not only a keen understanding of the NHS but also the financial disciplines and skills of the private sector.

Such discipline is still generally lacking according to a government report published this week. It said that many hospital and community trusts were failing to meet government financial targets. Managers had to make a number of changes, including tighter financial reporting regimes, as well as making information about their activities more generally available.

NHS Trusts have not yet had the fall-out rate of senior managers experienced by Tecs, but this may only be a matter of time as boards, made up predominantly from the private sector, become more demanding. At present most manag-

ers posts go to career NHS staff, mainly because the NHS is so "horrendously complicated", according to Mr Alan Bedford, manager of the South Downs Health NHS Trust.

However, according to Bill Phillips, head of public sector practice at NBS, the recruitment consultants, the NHS trusts will need to give much more consideration to how they recruit in the future. "The NHS is unlikely to generate as many senior managers with the requisite skills as it needs," he says. "Therefore it needs to bring in talent from outside. It is how it is done that needs to be considered carefully."

So what is to be done? Boards of Tecs argue that progress in their appointments of senior staff will be made as the role of the chief executive becomes clearer, and they become more adept at drawing up job specifications.

Stoller's first appointment at Oldham Tec in April 1990 was a civil servant. In line with many other Tecs, he was constrained in his recruitment processes. "Tecs should first consider appointing the training agency manager," said the gov-

ernment. If they decided not to do so, the appointment was limited; the salary could be covered by public funds only up to the average of the relevant civil service grade.

Stoller however is not regretful. Indeed, he says, he knows some Tecs which initially appointed chief executives from the private sector only to be disappointed at the results. Some civil servants developed the necessary qualities to run a Tec, others did not. Likewise, some private sector people struggled to understand the system.

"In order to get the Tec running we had to understand government rules," he says. "But, people who have started a business from scratch know that it takes one kind of person to get a ball roll and that is not necessarily the same person who will get it rolling faster. There are so many things we are involved in now, including income generation, that the job needs a different type of person."

While the newly defined post (for which last year's highly qualified recruit was unsuccessful) is being openly advertised, there is an internal candidate. This is a route that

recruitment and management consultants say may need to be taken more frequently.

"Talent may have to be identified and groomed internally," says Mr Paul Hutt, of Hay Management, which has worked with more than 30 Tecs in developing effective management models.

It is a strategy that some NHS trusts are also adopting, bringing in individuals from the private sector at finance director and similar levels, so that they can be acclimatised to the newer climate before internal promotion.

Perhaps this form of entry into the professions should be considered by the growing number of managers who have been shed by the private sector and are considering jobs in these fledgling sectors where there will continue to be a growth in opportunities. For while the traditional view was that there was either a public sector or a private sector mentality, there are now a growing number of jobs that are neither one thing nor the other.

Lisa Wood

## Swaps marketing/financial engineering SCANDINAVIA

The Industrial Bank of Japan, Ltd is one of the world's leading financial institutions and an undisputed leader in financial engineering with an emphasis on swaps and derivatives.

Established over 90 years ago, IBJ arranged Japan's first swap in 1981 and was voted the best derivatives house and most reliable bank in Japan in 1993.

It is against this respected background and with a determination to extend our base of operations that we are now seeking to appoint a Nordic specialist to join the high-powered team of 15 professionals based in our prestigious London Office.

Probably in your late 20's or early 30's, you must combine a graduate education (preferably with a Maths degree), with exceptional computer literacy, a solid technical and marketing background in financial engineering and at least 3 years experience of marketing swaps and derivatives products in the Nordic countries.

A broad knowledge of the region's banks, customers and leading treasurers

is vital, as is a good understanding of corporate finance and the ability to deliver customer satisfaction. Fluency in a Scandinavian language is not essential, but would obviously be useful.

As IBJ's Nordic specialist you will work in close liaison with the other team members on a range of swaps and other product deals involving derivatives and structured finance, providing the necessary financial engineering and marketing expertise.

Almost certainly in a similar role currently, you will be seeking to make a substantial career move which offers scope, responsibility and exceptional potential. If you are the top flight calibre of person we are seeking, it will also offer a remuneration and benefits package to meet your highest expectations.

If you are totally confident of fulfilling these demanding requirements, you are invited to send your full CV to: Astor L. Mendelson, Head of Personnel,

The Industrial Bank of Japan, Ltd., London Branch, Bankers House, One Friday Street, London EC4M 9JA.

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## Eastern Europe Investment Banking

New position for young, bright, proven emerging markets specialist to join this investment banking market leader in Eastern Europe and the CIS. The firm has a small, dedicated team with an excellent history of completed transactions in the region across privatisation and advisory mandates, and debt and equity financings. This is a first class opportunity to build a career with one of the forerunners in Eastern Europe.

### THE ROLE

- Support the Head of Eastern Europe and CIS in developing the bank's existing client franchise across Governments, central banks and the public and private sectors.
- Assist in the winning of M&A, Privatisation and Project Finance advisory mandates working in close liaison with local offices and representatives.
- Responsible for the execution of investment banking deals, handling all aspects of client negotiation and final documentation.

### THE QUALIFICATIONS

- High calibre graduate, preferably with an MBA, with a minimum of four years' transaction execution experience.
- Proven track record of deal negotiation in relevant markets. Fluency in at least one East European language, including Russian, preferred.
- High commercial acumen, strong work ethic and the stamina and tenacity to succeed in a highly competitive environment.

Leeds 0532 307774  
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Spencer Stuart

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14 Cornhill Place,  
London EC3A 3DP

## EMERGING MARKETS SEARCH & SELECTION

### FIXED INCOME RESEARCH ANALYST LONDON

Our client is seeking to appoint an Emerging Markets Research Analyst, with at least 2 years experience gained within these or complementary areas, to work with a successful London based team. Candidates should hold a Masters degree preferably, but must have as a minimum a good quality degree in Economics or Finance.

The successful applicant will be a member of a team with prime responsibility for Quantitative, Economic, Credit and Bond Analysis. The applicant will need the flexibility to add input to most, if not all, of these areas and will eventually be expected to present ideas and strategies to Clients in order to generate new client business.

Candidates must be self-motivated and be able to demonstrate a keen desire and genuine interest in these markets. First class verbal and written communication are essential and a working knowledge of Spanish or an Eastern European language would be advantageous.

An attractive remuneration package is offered to right person. If you believe that you can fill this prestigious position, please send your CV in complete confidence to:

David Williams, Director  
Emerging Markets Search and Selection  
29 Marston Avenue London EC2A 3EP  
A Division of Global Markets Recruitment Ltd  
Tel: 071 600 4744 Fax: 071 600 4717

## APPOINTMENTS ADVERTISING

appears in the UK edition every Wednesday & Thursday and in the International edition every Friday

For further information please call:

Gareth Jones on 071 873 3779  
Andrew Skrzyński on 071 873 4054

## TRADER: DERIVATIVES & RISK MANAGEMENT Emerging Markets

Our client, a specialist investment bank with a highly successful track record, is enjoying continued growth in a variety of profitable niche markets. The Risk Management Group has been established to develop a capability in derivative-linked products across a full range of underlying instruments - equity, commodity, interest rate and foreign exchange - in a number of emerging markets.

We are seeking a volatility trader to hedge the risk arising from the Group's activities. This includes proprietary trading in OTC options as well as creating securitised products. This individual will be involved in the development of new products and will have input into the evolution of risk management systems.

Interested applicants will have at least two years options trading experience, ideally with exposure to OTC products. A demonstrable track record of successful volatility trading is essential, as is a high degree of flexibility in covering a variety of markets. Aged 26-34, candidates will be graduates with a mathematical degree. They should be mature individuals capable of taking independent responsibility within a closely knit team environment, and should be excited by the opportunity to be involved in, and contribute to, the development of the Group's activities.

This represents an unusual and exciting opportunity to develop a career across a broad range of markets, and to establish market leadership in areas of enormous potential growth. Investment banking remuneration will be geared to attract individuals of the highest calibre.

To discuss this further, in strictest confidence, please contact Christopher Lawless on 071 879 1100 (or 081 874 9417 outside office hours), or write to him at:

The Bloomsbury Group,  
(Search and Selection Consultants),  
The Second Floor,  
Bedford Chambers,  
Covent Garden,  
London WC2E 8EA,  
Fax No. 071 240 5282.

**THE BLOOMSBURY GROUP**

## ENERGY FUTURES TRADER

Zurich Competitive Package  
rare opportunity for an ambitious energy markets professional

Our client is an international physical oil trading and distribution company with a network of offices in Europe and the Far East. They are increasingly utilising the futures markets to hedge positions and trade on a proprietary basis. As part of their overall business strategy, our client now wishes to appoint a trader to establish and develop a separate futures trading area to operate alongside their current physical dealing operation.

Probably in their 20's or early 30's, the ideal candidate will be an ambitious Energy Futures Trader with a good technical background and knowledge of the underlying energy markets. Our client is culturally a physical trading house, therefore strong interpersonal and communication skills as well as the

ability to educate others in the application of derivatives are a prerequisite. The role also involves advising physical traders on hedging and opening new positions hence the successful candidate will be exposure minded and have had experience in daily P/L reporting. As this is a start-up futures trading operation, the opportunity exists to gradually develop and structure a team so an entrepreneurial style and team building skills are essential. The position is based in Zurich and offers a competitive salary package including performance related bonus.

We believe this is a rare opportunity for a young trader who wishes to develop their career within a successful and established organisation.

For an initial discussion in complete confidence please contact Michael Brennan on our London office on 071-236 7307 or write to him at Stephens Selection, 20 Connaught Lane, London EC4R 3TE. Fax: 071-489 1120.

**STEPHENS SELECTION**

A STEPHENS GROUP CONSULTANCY  
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## APPOINTMENTS WANTED

### DERIVATIVES

10 years experience, European languages, Fully conversant fixed income/equities. Experience broking and trading seeks new challenge London or abroad.  
Write to: Box 2324, Financial Times,  
One Southwark Bridge,  
London SE1 9EL.

## WANTED: HEAD FOR NEWLY ESTABLISHED LUXEMBOURG FINANCE HOLDING.

You have more than 15 years experience in banking/euro bond issuance/finance management. Retired, but 'young' person preferred.  
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We will call back.

## FIXED INCOME INVESTMENT MANAGER

The opportunity to take over responsibility for day-to-day portfolio management within an international bank affiliated to one of the largest European houses.

The house has a long history as a leading European bank. Its investment management team in London has been established for 3 years. In that time, a substantial level of funds under management has been developed through a joint marketing effort conducted with the bank's overseas offices. For that growth to continue, the head of the business now needs to concentrate on strategy, client servicing and marketing, delegating day-to-day investment matters to an Investment Manager. Your responsibilities will be to achieve performance through personal management of portfolios and investment selection. The funds comprise both dollar and multi-currency accounts, and the investment objectives are absolute return.

To be a candidate, you should be a fixed income fund manager ideally with experience in both dollar and non-dollar funds. Your record should be consistently above median, and we are looking for an investment manager with the maturity and experience to be able to take responsibility for the investment operation in the absence abroad of the head of the team.

We offer a competitive salary and benefits package, including discretionary annual bonus, but perhaps above all the opportunity to help build an international investment business of the highest quality. To apply in strict confidence, please write to: John Sears, Managing Director, John Sears and Associates, 2 Queen Anne's Gate Buildings, Dartmouth Street, London SW1H 9BP. Fax: 071-222 3445 or Tel: 071-222 7733.

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## TOP OPPORTUNITIES

### SENIOR POSITIONS IN GENERAL MANAGEMENT

### The Millennium Commission

## Chief Executive

Negotiable Salary

London

A role of national importance - the aim is to support a major programme of projects to mark the year 2000 and the beginning of the next millennium. We seek a highly experienced senior executive - a first class communicator with vision, integrity, intellectual breadth and sound business acumen.

#### THE COMMISSION

- ◆ Independent, created by Parliament and appointed by HM The Queen, to help fund capital projects across the UK to celebrate the millennium.
- ◆ 9 Commissioners, drawn from business, the arts and sciences, the professions and Government.
- ◆ Significant annual income: 20% of the net proceeds of the National Lottery.

#### THE POSITION

- ◆ Lead small executive team, making use of external expertise/specialist advice. Report to Chairman and Commissioners.
- ◆ Develop and implement funding strategy/ grants policy. Guide potential applicants. Ensure accurate assessment of applications.

- ◆ Communicate with wide range of cultural interests, Government, business and the media.

#### QUALIFICATIONS

- ◆ An executive with presence, authority and ingenuity.
- ◆ Tough negotiator with experience of major projects.
- ◆ Keen interest in policy formulation. Strategic thinker.
- ◆ Highly committed with excellent media relations/communication skills, energy and drive.
- ◆ Experience of public affairs, working with Government departments and understanding of marketing are desirable.

Please send full cv, stating salary, Ref PN1154FT  
NBS, 54 Jermyn Street, London SW1Y 6LX



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## GAM

INSTITUTIONAL

### Marketing Director

GAM INSTITUTIONAL, the institutional fund management division of Global Asset Management, is seeking to appoint a marketing director to support the development of its business. The focus of marketing activity at present is upon North America but the position will carry responsibility for other markets.

Group assets under management exceed \$8 billion, of which \$1.2 billion is represented by portfolios managed for institutional clients. GAM Institutional has enjoyed rapid growth since it was established in January 1993 and the appointment of a high calibre marketing director is regarded as a vitally important element in the development of the business.

Based in London and reporting directly to the Managing Director of GAM Institutional, the position will carry responsibility for marketing to consultants and plan

sponsors. It calls for someone able to handle enquiries from initial contact through to success in final presentations.

Candidates must be educated to degree level, be able to demonstrate a sound grasp of international equity investment, have at least three years' experience of successful marketing to institutional investors, possess excellent communications skills and have the personal stature to represent GAM Institutional. Experience of marketing to US institutions would be an advantage, but is not essential. The position calls for extensive travel, often for prolonged periods. The compensation for the position will reflect its seniority and importance to the development of GAM Institutional's business.

Candidates should reply in writing with a Curriculum Vitae to: Ms Belinda Moseley, GAM Institutional, 64 St James's Street, London SW1A 1NF.

GLOBAL ASSET MANAGEMENT

### THE TOP OPPORTUNITIES SECTION

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For information please contact:  
Philip Wrigley on  
071 873 3351

### BANKING FINANCE & GENERAL APPOINTMENTS

## Quantitative Analysts (PhD's)

International Banking

Competitive salary &amp; benefits

Bank of America, one of the largest financial institutions in the world, is seeking two exceptionally qualified individuals to join the Exposure Management Department based in Bromley, Kent.

If you have a PhD in any one of the theoretical and quantitative disciplines, such as financial economics, applied mathematics, statistics, physics, chemistry and engineering then you could soon be responsible for producing in-depth analysis of financial trading instruments. These include foreign exchange, short and long term debt instruments and, in particular, financial derivatives which encompass interest rate swaps, currency swaps and interest rate and foreign exchange options. The emphasis is on the market risk and valuation aspects of these financial instruments, both singly and in aggregate.

To join our team, you should also have a sound knowledge of probability theory, statistical analysis, partial differential equations and a minimum of 2 years practical experience in your field, possibly complemented by post-graduation lecturing/teaching. Experience in financial modelling and markets is highly desirable but the key qualification is the successful application of theoretical and quantitative concepts.

An excellent salary is accompanied by an attractive range of banking benefits plus excellent career prospects with a major international bank.

Please send your CV to Patricia Bannon, Bank of America NT & SA, 26 Elmfield Road, Bromley, Kent BR2 0PJ.

Bank of America is an equal opportunities employer.



## Bank of America

### PAN EUROPEAN EQUITY SALES TO EUROPEAN INSTITUTIONS

- Our client is a major European Securities House with a strong existing operation in London which is supported by its network of offices throughout Europe. As the focus for their distribution of Primary and Secondary Equity Products to European Investors, the London operation is currently expanding and augmenting its salesforce in order to increase the existing franchise which they have in both UK and European Equities.
- It is intended that one or more sales people will be recruited to join the desk servicing continental European investors on a pan-European product. Candidates will be very experienced with a minimum of four years experience and strong contacts with the larger Institutional accounts in Europe. In particular there is a requirement for individuals to cover the French and German clients.
- This is a good opportunity to join a company which is committed to taking an even higher profile within UK and European markets. The successful candidate will benefit from an excellent remuneration package and will have significant input into the team at a senior level. Please contact Nick Hudson or Miranda Scott.

Michelangelo Associates, International Search & Selection,  
36 Whitefriars Street, London EC4Y 8BH. Tel: 071-936 2857, Fax: 071-583 6531

## Michelangelo

## Economist

Prime Investment Management Company

The promotion of the present jobholder to a position of direct fund management responsibility has created an interesting opportunity for an economist to join our client's successful and expanding investment management operation. Reporting directly to the head of global investment strategy, the person appointed will act as the primary source of economic input for the asset allocation decision making process as well as the principal advisor to the fund management team on international economic issues and their investment implications.

The position is likely to appeal to a young, talented economist with 3-5 years' experience in monitoring major world economics preferably in

the financial services industry. An alert, practical, service-orientated approach is required as well as the communication skills to impart information effectively through group briefings and written reports.

This appointment carries a high level of impact and accountability and the company is offering an attractive salary and benefits package together with excellent future career development prospects.

To apply, please write in complete confidence to: I M R Recruitment Consultants, No.1 Northumberland Avenue, Trafalgar Square, London WC2N 5BW (tel. 071 872 5447).



INVESTMENT MANAGEMENT RESOURCES

## DERIVATIVES TRADING

Our client is the Capital Markets Division of a respected international bank. With a particular strength in the fixed income and derivative markets, they are seeking to expand their successful trading group with the addition of two further traders.

#### BOND OPTIONS

The successful candidate will have around 1-2 years experience of trading the US, European and Japanese Government Bond Markets. A thorough understanding of bond options is a prerequisite, as is exposure to servicing a broad range of customer business.

Applicants are likely to be graduates in their mid to late 20's, with strong technical ability and high levels of self motivation. In career terms they are now likely to be seeking a more demanding role with greater earning potential in a highly successful, dynamic team.

For an initial discussion in complete confidence please contact Michael Brennan at our London office on 071-236 7307 or write to him at Stephens Selection, 20 Cousin Lane, London EC4R 3TE. Fax 071-489 1130.

## STEPHENS

SELECTION

A STEPHENS GROUP CONSULTANCY  
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### INVESTMENT MANAGEMENT FRENCH EQUITIES

Competitive salary + Bonus + Benefits

Our client is a major European investment house with over \$9 billion managed on behalf of institutional clients. As a result of continuing growth, an opening has arisen for a fund manager to join the European team in London. The primary function will be to be responsible for all aspects of French equity investments, working with the teams in London and Europe, covering the French economy, the stock market, as well as the selection and management of equity holdings.

The successful candidate is likely to be aged late 20's/early 30's with at least 3 years' experience of the French market as an analyst/fund manager. Whilst this experience may have been obtained within a wider European context, a specialist knowledge of France will be required, as will fluency in the language.

If you are interested in joining a small and highly successful team and would like to learn more, please contact Martin Symon at the address below:

Jonathan Wren & Co. Limited, Financial Recruitment Consultants  
No. 1 New Street, London EC2M 4TP Telephone 071-623 1266 Facsimile 071-626 5259

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Canada Life Assurance, with world wide assets exceeding £10 billion, has a challenging opportunity within the Investment Department located at Potters Bar, Hertfordshire.

## FUND MANAGER

Reporting to the Equity Manager and working as part of a talented and professional department you will form part of our UK Equity team, including prime responsibility for our smaller company portfolio. Making a strong strategic contribution to our asset mix procedures, your day-to-day brief will extend from researching and monitoring individual companies to managing funds and reporting on fund activity and status.

The position represents an excellent career move for a graduate calibre individual with a minimum of two years' relevant experience as a Fund Manager in institutional investment. The position should appeal to those wishing to retain or achieve involvement in UK Equities across the full span of sectors and capitalisations.

We offer a competitive salary dependent on ability and experience and the benefits are those expected of a major financial organisation.

In the first instance please write in confidence with full personal and career details including current/last salary levels and benefits package to: Mrs T. Doley, Personnel Department, Canada Life Assurance, Canada Life Place, High Street, Potters Bar, Herts. EN6 5BA.



## Canada Life



## Quantitative Specialist—Derivatives

### London

£45,000 + substantial bonus + banking benefits

This global investment banking and securities organisation has developed an enviable reputation through the trading of a full range of derivative products.

An opportunity has arisen for a highly numerate individual to join a very profitable proprietary trading team who manage a portfolio of derivative instruments. The team primarily operate in the secondary market where they trade and arbitrage derivative instruments with an equity focus. Particular emphasis is put on credit analysis.

The individual will be expected to contribute analytical and quantitative skills to the team and will assist in developing trading strategy and risk control. Complex mathematical modelling and advanced spreadsheet analysis using statistical packages will be required.

Aged in your mid to late 20's with a strong quantitative academic background, you will have one to two years experience in a derivatives environment with a recognised organisation. Alternatively a recent PhD in Maths or Physics or possibly a Masters in Engineering with a strong mathematical content will be considered.

A young and innovative environment, this is an outstanding opportunity to join one of the leading players in the derivatives market. The remuneration package includes a competitive salary, dependent on experience. The position will require some travelling.

Interested applicants please send a full resume to Anthony Cook, Ref. 2/1677 at Morgan & Banks Plc, Brettenham House, Lancaster Place, London WC2E 7EN or if you prefer telephone 071-240 1040.

**Morgan & Banks**  
INTERNATIONAL

Leica is an international corporation engaged in providing innovative solutions to customers' needs for vision, measurement and analysis. The main activities are in microscopy, surveying and photography. It employs 8,000 employees in Europe, North America and the Asia Pacific region.

St. Gallen - Switzerland

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Corporate Language English  
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- Based in the International Headquarters
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Qualifications:

- Hands on professional treasurer
- At least 3 years relevant experience
- Ability to work closely with managers in several countries.

Please send CV by fax to R.B. Kalbag, Chief Financial Officer, Leica AG, International Headquarters, PO Box 1243, CH-9001 St Gallen, Fax: +41 71 30 7155/Telephone +41 71 30 7110.

Interviews will be held in London on Monday, 25 April 1994.

**Leica**

## COMMODITIES TRADER Crude Oil

Excellent salary & benefits · London based

Our client, a prestigious US financial services firm, is seeking an experienced Commodities Trader to assist in the co-ordination of crude oil trades and strategies between regional offices, involving AG and Far East trades that are applicable to the US market. The successful candidate will be responsible for the management and trading of flat price risk for all the US market during the London morning via the ACCRSS system. In addition, they will be required to assist and support the crude group on all physical cargoes and related trading, including the sourcing of western hemisphere crudes to be supplied to the US market.

The successful candidate, preferably in their early 30s, must hold a good economics degree and have detailed knowledge of the crude oil futures market as well as an understanding of outright price movements. Experience in the

trading and marketing of physical crude oil is a pre-requisite. Ideally, you will also have traded swaps and derivatives. You are likely to have at least six to seven years' relevant working experience and have developed strong Middle Eastern contacts.

Candidates must have a high energy level, be able to thrive in a high-pressure environment and have proven interpersonal skills. Preference will be shown to candidates who demonstrate a combination of the pre-requisite business and communications skills.

The rewards package and career development prospects are excellent.

Please write with your CV, stating any company to which your application should not be sent, to: Alastair Lyon, Confidential Reply Handling Service, Ref 866, Associates in Advertising, 5 St John's Lane, London EC1M 4BH.

ASSOCIATES IN ADVERTISING

## DECISION SUPPORT ANALYST

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As a leading and well-established investment house with funds under management in excess of £10 billion, we are experiencing a period of rapid expansion resulting in an outstanding opportunity for a talented, numerate professional to join our Chief Investment Office.

### RESPONSIBILITIES WILL INCLUDE:

- Implementation of quantitative decision support systems for CIO.
- Development and monitoring of systems for performance attribution, risk-adjusted performance and benchmarks.
- Establishment of a new performance reporting system for Client Services, Marketing and Fund Managers.
- Implementation of performance measurement regulatory and presentation standards.
- Initiate the software development and computerisation in this area, in conjunction with the IT department.

The successful candidate will be a highly qualified graduate/MBA with strong mathematics or statistics and the necessary computing and communication skills.

Please apply in writing with an accompanying C.V. to:

Ms. Lynne P.A. Bishop, Head of Personnel,  
Foreign & Colonial Management Limited,  
Exchange House, Primrose Street,  
London EC2A 2NY

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## SENIOR PORTFOLIO ADMINISTRATOR TEAM LEADER ROLE ATTRACTIVE SALARY PLUS BANKING BENEFITS CENTRAL LONDON

Continuing growth within Citibank Global Asset Management - part of one of the world's largest banking corporations - has created the need for an additional Team Leader to supervise a small, dedicated team.

You will be responsible for the Investment Administration of a number of multi-currency portfolios incorporating Equities, a wide variety of Fixed Income instruments and derivatives. This will involve close day-to-day liaison with our team of Fund Managers as well as preparing periodic client reporting packages to a high specification. You will also prepare year-end reports for auditors as well as monthly statistics for Management Information.

To take up this challenging role, you must have at least five years' similar experience, and currently be working in a supervisory capacity.

In addition to a highly attractive salary the package will include a mortgage subsidy and pension, we also offer the opportunity of a progressive career in fund management administration.

To apply, please send your career details to:  
Vivian Leach,  
Vice President,  
Human Resources,  
Citibank N.A.,  
Citibank House,  
336 Strand,  
London WC2R 1HR.

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Providence Capitol is one of the fastest growing financial services groups in the U.K. Over the past seven years assets under management have grown tenfold and are now in excess of £1.5 billion.

Providence Capitol Portfolio Managers, the investment arm of the group, has a stable, committed team of investment professionals and has delivered superior investment performance for its clients over several years.

## EUROPEAN EQUITIES

Our performance in Continental Europe is outstanding, currently placing us at the top of industry performance tables over 3 and 5 years. This has attracted new funds, including hedge fund money, and consequently we now wish to recruit a high calibre analyst to work with our European Portfolio Manager. The successful candidate will be highly numerate and is likely to have several years experience of equities analysis, preferably within Europe.

Each member of our team is self-motivated, energetic, committed to standards of investment excellence and ambitious to top fund performance for our clients. We are offering a competitive base salary, bonus, company car and other fringe benefits.

To apply for the position, please write, enclosing a full CV, to:

Talal Shakerchi, European Portfolio Manager,  
Providence Capitol Portfolio Managers Limited,  
2 Bartley Way, Hook, Basingstoke, Hampshire  
RG27 9XA

## PASSIVE FUND MANAGEMENT

The "passive" section of an international fund management firm in the city seeks to add a portfolio manager to its global small companies' team.

Candidates in their late 20s, early 30s with a relevant first degree (MBA an advantage) who are numerate, computer literate, know their way around a database and have some knowledge of computer programming should apply. The ideal candidate will also have experience in managing index funds or general experience in the financial sector. Duties include a range of activities associated with the management of pooled and segregated passive portfolios and client servicing.

A competitive compensation package is offered.

Please send your CV in writing to:

Box B2393, Financial Times,  
One Southwark Bridge, London SE1 9HL



## SCHOOL OF BUSINESS AND ECONOMIC STUDIES

Applications are invited for each of two new Chairs in the School of Business and Economic Studies, created as part of a programme directed towards the development of the School's research and teaching excellence.

### Chair of Economics (Ref: 31/109)

This is the second chair within the Economics Division of the School, and the post is open to candidates with a strong record of research and publication in applied economics, which is broadly defined to include economic policy and applied econometrics. Applicants should have interests that relate to those of other divisions within the School - Industrial and Labour Studies, Economic and Social History, Accounting and Finance, and Management - and/or other social sciences. Preference may be given to those with interests in the areas of industrial and labour economics.

### Chair of Management (Ref: 31/110)

This is the third chair within the Management Division of the School, and the post is open to candidates with a strong record of research and publication in any fields of management which relate to the School's central strategic concerns. Within this broad specification, preference may be given to candidates who can offer research leadership and vision within the range of fields covering operations, manufacturing and strategic systems analysis. An international orientation to research would be an additional advantage, as would interests relating to business process re-engineering.

Informal enquiries about the Chair of Economics may be made to Professor John Chatterjee (tel: 0532 334500) or Professor Malcolm Sawyer (tel: 0532 334465), and about the Chair of Management to Professor Charles or Professor Jim Lynch (tel: 0532 332626). The salary in each case will be within the non-clinical professional range.

The University of Leeds is an Equal Opportunities employer. Women and members of ethnic minorities are under-represented in the University in posts at this level and the University would therefore particularly welcome applications from members of such groups whilst, however, affirming that the appointment will be made entirely on merit.

Further particulars may be obtained from (Mrs) S M D Wheeler, Personnel Director, Office of the Registrar, The University of Leeds, Leeds LS2 9JT, UK, tel: 0532 335775 (direct line) quoting the appropriate reference number.

The closing date for applications is Wednesday, 11 May 1994.

## EUROPEAN MANAGER

MAR, the leading information provider for the global managed derivatives marketplace, is seeking an experienced financial industry professional to act as the focal point for its rapidly expanding European operations.

The person will be responsible for a wide range of duties associated with MAR's steadily increasing, quarterly reports on the performance of derivatives investment advisers and electronic data products covering managed derivatives and hedge funds.

Specifically the European manager's duties will include:

- Sales of MAR products by telephone, personal visit and demonstration
- Information gathering through frequent contact with prospective client base and European media
- Contributing to the development of MAR publications and conferences
- Public relations
- Customer service and support

The ideal candidate will be a self-starter, familiar with managed derivatives and hedge funds, have a wide range of relevant contacts and present strong sales skills. Fluency in French and/or German would be a definite advantage. A competitive salary linked to relevant experience, upturn and performance will be offered.

The European Operations Manager will be based in London, but will report to the New York-based Managing Editor of MAR Inc.

In the first instance please send your CV, to David Simon, Vice President, MAR Inc., Park House, Park Terrace, Worcester Park, Surrey KT1 7BT or call him on 071-422 9977.

**MAR**

## INDUSTRIAL HIRE PURCHASING/LEASING

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The successful candidate will ideally be aged 30-45 and be currently involved in direct customer contact. He/she will therefore have established wide contacts with senior corporate decision-takers in a range of capital intensive industries including Contract Hire and will be expected to make an early contribution to profits. Individual profit centre responsibility will be given. Extensive UK travel will be involved.

### THE REWARDS

The total remuneration package, inclusive of a performance related bonus, car and other usual benefits will be sufficient to attract experienced candidates of the highest calibre who want to build a career by joining a small but dedicated and entrepreneurial team of professionals.

Candidates should write enclosing a full CV to:

Mike Beauchamp  
Creditanstalt-Bankverein  
11th Floor  
125 London Wall  
London EC2Y 5DD



**CREDITANSTALT**

## COMPLIANCE MANAGEMENT

SUN LIFE, with 1993 New Premium Income exceeding £2 billion, is one of the top five Life Assurance Companies in the UK. As such we seek to set and maintain the highest standards of compliance throughout the organisation. Indeed, one philosophy is that being compliant is good business.

As a result of a promotion and a pending retirement, two management opportunities have arisen in our Compliance division. We wish to fill these vacancies with enthusiastic and ambitious individuals who understand that the compliance function is central to the success of any company offering financial services in the 1990s.

Both positions will play a key role in monitoring compliance activities across the Sun Life Group. Responsibilities will include the provision of advice and guidance on Compliance related issues, together with the interpretation and dissemination of changes to LAUTRO rules and other regulatory and legislative changes.

The successful applicants must be able to demonstrate:

- A detailed knowledge of the FSA, LAUTRO rules, and regulatory framework. In addition one of the positions requires knowledge of Advertising Standards and the Consumer Credit Act.
- The ability to lead, motivate, train and advise staff ensuring that all accountabilities are achieved.
- Good interview/interrogation/negotiation/research techniques.
- Communication and persuasive skills, verbal and written.
- A clear understanding of the Life Assurance industry and of the sales process.

Ideally, applicants will be educated to degree standard, may have a legal or accountancy qualification or have current in-depth experience of the compliance regime.

In return we are offering a salary between £23,500 - £39,000, depending on experience, backed up by a highly attractive benefits package which includes a car. A relocation package will be available for anyone who has to move house.

There is clear potential for further career progression within the Compliance area, or elsewhere within the Group.

To apply please send a full CV to:

Steve Knight, Personnel Officer, Sun Life Assurance Society, Sun Life Court, St. James Barton, Bristol BS99 7SL.

or telephone for an application form on 0272 426911 Ext 3935

Applications should arrive no later than Monday 25 April 1994

Sun Life offers equal opportunities in employment and welcomes applications from suitably qualified people regardless of sex, marital status, ethnic origin or disability.



**SUN LIFE**



# Investment Strategist

## International Investment Bank

To £60,000 + Benefits

City

Superb and unusual opportunity to join small prestigious bank at the start of a significant stage of growth.

### THE COMPANY

- ◆ London based investment bank. Well established offshore parent.
- ◆ Product range centres on provision of private client services.
- ◆ Period of intense planned change to business structure and focus.

### THE POSITION

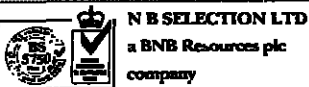
- ◆ Lead and develop investment strategy for private client stockbroking and asset management business.
- ◆ Evaluate research and conduct economic analysis on full range of international securities products and markets.

- ◆ Present quality ideas to private client team. Make rapid clear recommendations.

### QUALIFICATIONS

- ◆ Seasoned securities analyst and investment strategist. Around 15 years relevant experience.
- ◆ Solid private client background. Demonstrable track record of success.
- ◆ Strong presentation and communication skills. Persuasive, credible, authoritative.

Please send full cv, stating salary, Ref N1486 NBS, 54 Jermyn Street, London SW1Y 6LX



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# Corporate Development Analyst

## Hanson plc

London

c.£50,000

Owing to internal promotion, unique opportunity for a talented and experienced analyst to join a small, dedicated M&A team at the centre of one of Britain's most prestigious companies. Multibillion turnover plc. Excellent profit history with world-wide interests, especially in the US and UK. Market leader across consumer, industrial and building products.

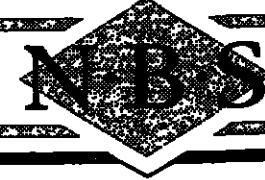
### THE POSITION

- ◆ Research, analyse and present recommendations on potential investments.
- ◆ Provide market perspective on current events, liaising with professional advisors, internal teams and Executive Board.
- ◆ Work in small transaction team on deal management and due diligence.

### QUALIFICATIONS

- ◆ Graduate, ideally 26-30. Experienced in M&A analysis or corporate finance.
- ◆ Rigorous research and analytical skills. Financial modelling expertise.
- ◆ Effective communicator, comfortable dealing at Board level. Enthusiastic, energetic, flexible, incisive team player.

Please send full cv, stating salary, Ref N1502 NBS, 54 Jermyn Street, London SW1Y 6LX



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# Analyst/Fund Manager

## Pacific Basin Equities

Excellent Package

Edinburgh

Dunedin Fund Managers has a superb opportunity for a bright investment analyst to enhance coverage of emerging markets in Far East.

### THE COMPANY

- ◆ Dunedin Fund Managers is a successful and growing global investment management group.
- ◆ £4.5bn under management on behalf of wide range of institutional and private clients.

### THE POSITION

- ◆ Focus on listed securities primarily in emerging economies of Pacific Basin and other smaller markets in the region.
- ◆ Make recommendations on countries, sectors and individual stocks for implementation across portfolios.

- ◆ Part of small, dedicated team. Increased responsibility for portfolio management with experience.

### QUALIFICATIONS

- ◆ Talented graduate with 2-3 years experience as an investment analyst.
- ◆ Excellent team player. Strong communication, interpersonal and influencing skills vital.
- ◆ Must demonstrate ability to work in a systematic and disciplined manner with flair and initiative.

Please send full cv, stating salary, Ref EN1598 NBS, 18 Rutland Square, Edinburgh, EH1 2BH.



Edinburgh 031 229 2250 • London 071 493 6392  
Aberdeen • Birmingham • Bristol • Edinburgh  
Glasgow • Leeds • Manchester • Slough

# Innovative Change Managers

## Global Custody Operations

City

c. £60,000 + Benefits

Our client is a major player in the investment industry with a successful record based on outstanding customer service. Rapid business development and increasing levels of sophistication have created the need to strengthen the operations support function by the appointment of two senior managers.

The roles require the ability to instigate and implement a radical programme of change, including the implementation and enhancement of systems, the maximisation of processing efficiency and the management, motivation and development of large teams of staff.

We are seeking highly committed and results-oriented individuals with strong motivational and leadership skills, who are experienced in project and change management and dedicated to high quality client service. Candidates will currently be working in securities/custody operations, management consultancy or a high volume processing environment in the corporate sector.

These are exciting roles within a demanding and fast moving organisation, with excellent career prospects and the opportunity to make a significant contribution to the development of a successful and growing business.

Interested candidates should write to Joe Thomas at BBM Associates Ltd at the address below, enclosing a full Curriculum Vitae which should include contact telephone numbers. All applications will be handled in the strictest of confidence.

76, Watling Street,  
London EC4M 9BJ



Tel: 071-248 3653  
Fax: 071-248 2814

# Senior Institutional Equity Sales

Midland Walwyn, Canada's largest financial services organization serving the individual and institutional investor, is actively seeking a senior professional in institutional equity sales.

Based in our London Branch, your years of experience and familiarity with the Canadian markets will enable you to further develop UK based accounts.

We offer an extremely competitive compensation and benefits package. If you possess the above qualifications and wish to join our international Midland Walwyn team, please submit your resume by mail only to:

Corporate Recruiter, Human Resources  
Midland Walwyn Capital Inc.  
London, England Branch  
Boston House, #62 - 63 New Broad Street  
London, England EC2M1JJ



™ BLUE CHIP THINKING is a trademark of Midland Walwyn Capital Inc.

# Senior Service Products Sales

City

Swiss Bank Corporation is one of the world's premier investment banks with a successful and expanding Global Custody and Cash Management business.

To underline the strength of our commitment to this global business, we strive to attract the best sales and marketing professionals, who have proven track records of marketing to the major European banks, financial institutions and corporates.

Ideally you should be from a leading investment bank, MBA qualified, with detailed knowledge of Global Custody and/or

Cash Management. A second European language would be a distinct advantage.

Opportunities are outstanding for those who have exceptional client relationship skills and who can deliver.

Senior sales professionals used to being compensated on a sales performance basis, should write to our consultant, George Corbett, enclosing a full curriculum vitae, at BBM Associates Ltd, 76 Watling Street, London EC4M 9BJ. All applications will be handled in strictest confidence.



# FIXED INCOME QUANTITATIVE ANALYSIS to £50,000

A major European bank with a strong presence in International Bond Markets wants to recruit an analyst to work in their quantitative fixed income research department. The group provides the analytics to support the market making, proprietary trading and corporate finance activities of the bank.

Ideally you will have a good degree and post graduate qualification in a maths related subject and at least four years experience in a fixed income environment. You should have a good knowledge of term structure, relative pricing and financial modelling.

As a personality you should enjoy accountability as you will work closely with the end-users of your research. You must also have a good feel for markets, the ability to think laterally and be able to present your ideas in a clear and persuasive manner to people of varying technical expertise.

Call Tony Sheppard

# MARKETING OFFICER - Major UK Corporates to £35,000+

A leading international bank wants to recruit an experienced marketing officer to work within its marketing team. The team is composed of young professionals (early 30s) and concentrates on marketing the bank's products and services to the top 400 UK corporates.

The successful applicant will immediately assume responsibility for managing existing accounts but will be expected to develop new relationships to significantly expand the bank's corporate client base. As such you will need to be sufficiently experienced in relationship management, have an in-depth knowledge of major UK companies and be able to demonstrate the ability and motivation to develop new business. You must have a broad knowledge of banking products, be educated to degree or ACIB standard and be currently employed within the marketing department of a large bank. As a personality you should be ambitious, articulate, persuasive and be able to work both within a team and under your own initiative.

Call Tessa Beck

AUSTEN SMYTHE SEARCH and SELECTION  
127 Cheapside, London EC2V 6DB Tel: 071 600 2862 Fax: 071 726 4290

# ACCOUNT EXECUTIVES - EUROPE

Attractive Package

25-35 yrs

6 Performance related Bonus & Benefits

Technimetrics is a diversified information service company specialising in the creation of global databases to facilitate businesses in their communication and marketing efforts.

Over 1,000 corporations and approximately 130 brokerage houses as well as numerous stock exchanges around the world rely on Technimetrics research to reach their target audiences.

As a result of planned expansion we wish to recruit several self-motivated and energetic professionals to work from London to cover the European markets. Applicants are likely to be graduates with an understanding of the financial markets. They should have a record of success in developing existing and new business at senior executive level. Preferred candidates will be team players eager to join a group of individuals proud of their collective efforts.

Excellent European language skills are a prerequisite for all positions with mother tongue German required for the German market. Some computer literacy is required.

If you relish the challenge of an opportunity in a growth sector, please send your curriculum vitae to:

Ms. Clara Scallan on fax: 071 580 6476.

Technimetrics, Inc., 84 Newman Street, London W1P 3LD

TECHNIMETRICS, INC.  
A KNIGHT-RIDDER COMPANY

# Bloomberg

BUSINESS NEWS

## Editors

Global News Service

Based London

Bloomberg Business News, a 24-hour global news service, seeks experienced editors for its London bureau.

Qualified editors will have at least three years experience at a top financial news service or newspaper and will have in-depth knowledge of the business world and financial markets of at least one major European country.

Candidates with strong knowledge of London's financial markets and U.K. companies are especially sought.

Depending on experience, responsibilities will range from line-editing copy to making assignments and managing a reporting staff that files from 12 European bureaux through a central editing desk in London.

Interested applicants should send or fax resumes and any clips to The Freshman Consultancy, quoting reference FT/5794.



The Freshman Consultancy, Coppergate House, 16 Bruce Street, London E1 7NJ.  
Telephone: 071-721 7361 Facsimile: 071-721 7362

مكتبة الامم



## SENIOR MONEY MARKET TRADER

substantial salary plus excellent bonus potential

Our client is the proprietary trading arm of a major international corporation and is a sophisticated and very profitable niche player in the global financial markets. As a result of continuing expansion they are now seeking to recruit a senior dealer to trade short-term non-dollar money market instruments, exploit arbitrage opportunities and actively manage interest rate exposures.

Working as a key member of a small but high profile team, the successful applicant is likely to be a graduate in his/her late 20s with an innovative approach to trading and risk management. A minimum of five years experience trading money market instruments on a proprietary basis at a major financial institution and a detailed knowledge of the UK and European markets is essential. Exposure to derivatives including options, caps, collars, floors and foreign exchange swaps and/or European language skills would be an advantage.

This is an outstanding opportunity for a senior trader with excellent long-term career prospects. The position, which is based near the southern sector of the M25, offers a competitive salary, strongly performance-related bonus, car and relocation assistance.

Please call Jan Perrin on 071 623 1266

Jonathan Wren & Co. Limited, Financial Recruitment Consultants  
No. 1 New Street, London EC2M 4TP Telephone 071-623 1266 Facsimile 071-626 5259

JONATHAN WREN EXECUTIVE

## TRADE FINANCE OFFICER

A Trade Finance Officer is sought by a leading international bank to assist in the development of new business and to provide support to an existing team.

The individual must be fully conversant with traditional trade finance products. A minimum of 5 years banking experience is required. Ideal age late twenties - early thirties.

The candidate should preferably be PC literate and must be self motivated. A business degree (preferably MBA) or ACIB qualification would be an advantage. Ability to work in a team is essential.

Personal qualities to include the ability to work under pressure without sacrificing quality, have excellent communicative and interpersonal skills and flexibility. Salary 25-30K plus benefits.

Write to Box B2320,  
Financial Times,  
One Southwark Bridge,  
London SE1 9HL

## Interest-rate Research for Bonds Markets

A Mathematician with commercial acumen to join a high profile team

### City

Swiss Bank Corporation is one of the world's leading international banks. Our global success has given us the strongest possible foundation for long-term growth in investment banking.

In our professional culture, research is seen as a proactive tool and not a passive instrument of business. Two years ago we took the bold decision to develop a world-class, internationally integrated approach to research. Today, that initiative is paying dividends. Far from being behind the scenes, Researchers work closely with sales and trading teams and frequently with clients to formulate needs and strategies. They are highly respected players in a very high profile team.

We are now adding to that team strength in the area of Interest-rate research for Bonds Analysis. It is an opportunity for a Mathematician with exposure to Bonds - possibly in a sales role - or perhaps a PhD with the ability to find solutions to unprecedented problems. The work will range from the analysis of the relative values of inter and intra bond markets to the responsiveness of yield curves to interest-rate changes and their impact on recommended portfolios.

Ideally aged mid to late 20's, you must be assertive and analytical though not ivory-towered. Responsive to the pressure and immediate demands of the trading floor, your commercial acumen as well as your intellectual agility will win the respect of sales and trading partners.

If you have the potential to make this critical contribution to our business, you will be rewarded with outstanding prospects, a salary to match your talent and performance-related bonus as part of a generous package.

Please send your written application to: Lynn Temple, Human Resources, Swiss Bank Corporation, Swiss Bank House, 1 High Timber Street, London EC4V 3SB.



## ASSISTANT FUND MANAGER

Fixed Income and Derivatives

City Competitive salary + banking benefits

Our client, a prestigious international bank with equivalent to £8 billion under management in London, is seeking to recruit a high-calibre graduate with investment management experience, to join its specialist derivative and quantitative fund management team. Initially, the role will entail assisting fund managers in all aspects of portfolio management and product development of their derivatives-based fixed income portfolios. However, it is anticipated that the role will develop rapidly to involve full fund management responsibilities, as the candidate's knowledge and understanding of the products develops.

This is the ideal career move for an ambitious assistant to move into the field of systematic fund management. Reporting directly to the team leader, he/she will be expected to assist in a variety of investment-related tasks and be able to demonstrate flexibility within the team.

Ideally, candidates will be aged 25-30, with at least two years' experience of fund management. A sound knowledge of the international debt markets will be expected, and an understanding of derivatives would be an advantage, although training will be provided in this area.

A good degree in a mathematical discipline and sound analytical and PC skills are essential requisites for this exciting and challenging role.

Interested candidates should send full curriculum vitae, including current salary, to: Carol Jardine, Managing Director, Whitney Selection, 17 Buckingham Gate, London SW1E 6LB, quoting reference WS/90/2.



WHITNEY  
SELECTION

## FOREIGN EXCHANGE SETTLEMENTS MANAGER

CITY, LONDON

SALARY c.£35,000-40,000 + benefits

Gerald Limited, London member firm of The Gerald Group, is seeking applicants for a management position in the commodity brokerage and trading business.

The FX Settlements Manager will be responsible for the foreign exchange and bullion settlements department operating on a 24 hour basis from London and New York. Applicants should have five years' settlements experience with physical FX and IMM, Bullion and Options and some accounting knowledge. Computer skills are essential (FX Settlements systems and Windows packages) together with the aptitude to develop such systems.

Probably from a commodities or banking background, the successful applicant will be a team-worker with a hands-on approach who possesses effective communication skills and seeks a challenging role in a meritocratic environment.

Please submit c.v. and covering letter to:

Nikki Vernon Browne, Personnel Manager,  
Gerald Limited, Europe House,  
St Katharine by the Tower,  
London E1 9AA



## DATABASE ANALYST

Financial & Derivative Markets

c£25,000 - £35,000 + car & generous banking benefits - City based

Our client is a major UK financial institution which maintains an extensive database covering global equity securities, derivative instruments, foreign exchange data and proprietary information. Maintained by their Edinburgh-based team of analysts, this database supports the calculation of equity indices and the production of their research publications, as well as their customer services and risk management activities.

Their priority now is to establish a team of data analysts based in London, to take responsibility for promoting knowledge and usage of the database among their internal and external clients in this region. They will also help to develop the range of services it provides.

As a founder member of this team, you must possess a good knowledge of financial markets and derivative instruments coupled with real technical flair. As you will be expected to provide a strong link between London users and the Edinburgh-based team, excellent communication skills and the ability to work as part of a team will be equally critical. Experience of Unix, Fame and Sybase databases is also desirable, but not essential.

Please write with your cv, stating any companies to which your application should not be sent, to: Alastair Lyon, Confidential Reply Handling Service, Ref 863, Associates in Advertising, 5 St John's Lane, London, EC1M 4BH.

ASSOCIATES IN ADVERTISING

## Assistant Manager - Credit -

Kuwait Attractive Salary Package

Our client, Kuwait Finance House (KFH), a large investment company in Kuwait, engaged in banking, investment, real estate and commercial operations is seeking to recruit a high calibre executive for its credit department. KFH operates within the guidelines set by Islamic Law (Sharia).

The selected candidate will report to the Assistant General Manager - Credit, and will assist the management in the functions of credit analysis, planning and budgeting. He will also be responsible for developing, reviewing and suggesting improvements to accounting systems and procedures.

The ideal candidate for this challenging position will meet the following eligibility criteria:

- A professionally qualified accountant in mid 30s
- Over six years experience in the financial services sector
- At least three years of experience at a managerial level
- Prior exposure to sophisticated computerised operating environments
- Fluency and proficiency in spoken and written English; ability to speak and/or write Arabic, though not a necessary qualification, will be an advantage.

The post calls for a person with initiative, strong personality and good communication skills. KFH will offer an attractive expatriate remuneration package, commensurate with qualifications and experience.

Interested candidates should submit their CVs, giving career details, salary expectations and two recent passport-size photographs to: Varun Sharma, Ernst & Young, PO Box 74, Safat 13001, Kuwait, superscribing "Ref No: VDS/362" on envelopes. Only shortlisted candidates will be contacted.

ERNST & YOUNG

CRANFIELD MANAGEMENT DEVELOPMENT LIMITED

## Director of the Management Development Unit

Executive Education aimed at senior and middle management is a vital and dramatically expanding activity within Cranfield School of Management. We are seeking a senior management development specialist to direct and further develop the Management Development Unit which markets and delivers both tailored and open General Management Programmes.

The successful applicant will enhance and develop these General Management Programmes by creating and managing relationships with organisations within the UK and overseas. He/she will work in close liaison with the academic subject groups within the Faculty.

As well as comprehensive knowledge of practice in management development, applicants should be able to show evidence of excellent marketing and presentational ability, consulting skills and the capacity to manage the internal structure. International experience would be a considerable advantage.

An appropriate salary and a Company Car will be provided.

For further details of this appointment please telephone Linda Neal, Personnel Administrator, Cranfield School of Management on +44 (0) 234 751122.

## BRINDENBERG SECURITIES A/S COPENHAGEN

Established Securities Company in Denmark wishes to recruit the following professionals:

### Experienced Sales Persons

The position requires dynamic persons who are skilled, articulate, and have a sound experience in the sale of US/European equities. The incumbent should also be free to relocate to Copenhagen and accept remuneration on commission only.

(Fluency in English, EC nationals or EC working papers only.)

Please contact Ms. Petringa at:

Brindenberg Securities A/S,  
H.C. Andersen Boulevard, 13,  
DK-1553 Copenhagen, V,  
Denmark.

Tel: 45-33 93 85 88 Fax: 45-33 93 85 87

## FIXED INCOME FUND MANAGER

An excellent opportunity has arisen for someone to develop their multi-currency fixed interest expertise within a specialist unit. The company concerned is of medium size, situated in the City, and is acting as managing agents for a number of mutual insurance companies.

The ideal candidate will be a graduate with a minimum of three years' relevant fund management experience and should possess good presentation and communication skills.

Please apply, enclosing a copy of your CV, to:

Box B2392, Financial Times,  
One Southwark Bridge, London SE1 9HL

## SENIOR INTL. TRANSACTORS

Tax Based Asset Finance

Several career opportunities exist with leading London investment - merchant banks for graduate bankers aged 28-35 years with proven ability in sourcing structuring and closing. High value cross border tax based asset financings. Candidates should also have had exposure to Quis's Zero's Swaps etc, fluency in French, German or Spanish desirable. £ HIGH

## GRADUATE ACA (TAXATION)

Our client seeks an ACA aged c28 years, with specialisation in taxation and ideally knowledge of leasing/asset finance. £30-£35,000

## MARKETING UK CORPORATES

Two banks seek graduate bankers aged 28-35 years with sound credit analysis documentation experience plus several years top level marketing experience covering major UK corporates. Fluency in French or German highly desirable. V. NEG £25-£35,000

## SYNDICATION OFFICER EUROPE

Similar to above with sound documentation pricing underwriting origination/distribution skills. NEG £30-£40,000

CONTACT BRIAN GOOCH

OLD BROAD STREET BUREAU  
Search & Selection Consultants

## FIXED INCOME FUND MANAGERS

Three roles exist for graduates with 2-5 years experience of FI buy side. Funds will be available to manage depending upon experience. One role is an AFM position. NEG £25-£40,000

## INSTITUTIONAL PENSION FUND MARKETING MANAGER

Our client requires a broad generalist capable of identifying new business and presenting to clients. The role will be mainly office based but offers travel within a team environment. Age range 28-40 years. German useful. NEG AAE

## FUTURES BROKERS

PHONE BROKERS x 2 for LIFFE floor with 2-5 years experience of European Markets. £30,000

DESK BROKERS with 3+ years experience of European Markets both Futures and Options. £45,000

EXPERIENCED PIT TRADER, preferably Bonds/Equities. £ NEG

CONTACT EDWIN LAWRIE

65 London Wall, London EC2M 5TU  
Tel: 071-588 3991 Fax: 071-588 9012



# Aerospace Finance/Leasing

## The Sumitomo Bank Limited

Sumitomo Bank is one of the world's largest banks and Europe's leading arranger of airline debt finance.

The need has arisen for a well motivated individual to take responsibility for originating and structuring financing for the transportation sector.

The successful candidate will be degree and credit educated, probably in his or her late 20s or early 30s, with first hand

experience of asset finance, probably gained in an institution with a track record for arranging finance of this type. Remuneration will not be a bar to the right candidate.

Interested candidates should contact Karina Pietsch on 071 831 2000 or write to her, enclosing a detailed curriculum vitae, at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax 071 405 9649. Please quote ref. 185962.

**Michael Page City**  
International Recruitment Consultants  
London Paris Amsterdam Düsseldorf Sydney

## Senior Money Market Sales Executives

### Leading Investment Bank

### & Excellent

Our client, a leading Investment Bank with a global presence, is committed to the expansion of its Money Markets Sales capability in the UK and Europe. It is in the process of developing a new team which will focus on providing pro-active sales and distribution of money market products to the UK Corporate Market, Central Banks and professional counterparties.

These new positions have been created in response to the Bank's strategic approach to developing their Money Market presence. Already a pre-eminent and highly profitable business, the brief for the new professionals will be to facilitate long term business growth and develop a highly competitive sales business. With a customer list the envy of competitors, these roles are excellent opportunities for skilled sales professionals to extend relationships with existing clients, add new ones and bring an investment bank focus to a traditional money market desk.

The profile demanded for these key positions is an exacting one. Candidates, who are unlikely to have less than 5 years experience, will display a sound knowledge of the cash and derivatives

market, including FRA's and Forward FX. You will have a proven track record in Money Market Sales, combined with first rate distribution capabilities in CDs, BAs and TBills. Finally, the ability to implement strategies, develop a customer base and facilitate long term business growth is also pre-requisite.

Of equal importance to our client, is the personal profile of the individuals. For both roles, candidates must be excellent communicators, with a proven record of developing key relationship contacts. For such individuals, few positions currently exist which afford such genuine business and career opportunities.

Remuneration, based around a first rate salary is highly attractive and is indicative of the high calibre candidates we wish to attract.

In the first instance, interested candidates should contact Karen Gay at Michael Page City, Page House, 39-41 Parker Street, London, WC2B 5LH, quoting reference 185963. Telephone: 071 831 2000. Fax: 071 405 9649. All replies will be treated in complete confidence.

**Michael Page City**  
International Recruitment Consultants  
London Paris Amsterdam Düsseldorf Sydney

## MORGAN GRENELL ASSET MANAGEMENT

## Deputy Head Performance Analysis

Morgan Grenfell Asset Management is one of the largest investment management companies in London with £30 billion under management. It has a diverse global client base which includes pension funds, insurance companies, governments, central banks, unit trusts, charities, investment trusts and high net worth individuals.

The performance analysis team is at the leading edge for delivering performance figures and attribution analysis for both external client reporting and internal use. Following a recent internal move, there now exists an opportunity for a talented individual to join the team in the role of Deputy Head. Initially, the most important responsibility will be to take a leading role in the development, testing and implementation of new performance analysis systems. In addition, the deputy will be responsible for day to day management and development of the department and in his absence, for deputising for the Head of Performance Analysis.

Preference will be given to applicants with at least

two years' experience of investment performance analysis including performance reporting standards (both UK and US), the construction of complex benchmarks and knowledge of CAPS and WM. However, individuals with knowledge of investment performance measurement gained in other backgrounds will also be considered such as fund management or accountancy.

Candidates are likely to be graduates and will have mathematics to at least A-level standard. They will also possess excellent written and oral interpersonal skills and computer literacy. Ideally, candidates will be able to demonstrate some experience of management. This position is an excellent opportunity for a high calibre individual who is ambitious to succeed within a dynamic and fast-growing environment.

For an initial discussion, please contact Elizabeth Bancroft or Paul Wilson on 071 831 2000 or alternatively, write to them at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax: 071 405 9649.

**Michael Page City**  
International Recruitment Consultants  
London Paris Amsterdam Düsseldorf Sydney

## STERLING MONEY MARKET DEALER

Bradford

£negotiable + benefits

N&P's Treasury team continue to expand and are looking for a dealer with a comprehensive knowledge of sterling money markets.

Experience will have given you a broad understanding of the impact of environmental changes and economic events upon the financial markets, and an ability to demonstrate resilience, flexibility and commitment in your approach.

Working within an integrated team environment allows for opportunities to develop into both non-sterling and off balance sheet markets, appealing to someone who will relish the challenges facing the changing personal financial services sector.

As an innovative Financial Services Organisation, a highly structured reward package is offered which is flexible dependent upon your skills and experience. The package comprises a basic element, with a quarterly payment related to achievement, together with a flexible benefits scheme which includes an immediate concessionary mortgage and relocation assistance where appropriate.

Please write with full personal, career and salary details to: Angela Stevens, HR Adviser, National & Provincial Building Society, Provincial House, Bradford BD1 1NL.

Please note we have a no smoking working environment. N&P are committed to achieving Equal Opportunities.

**N&P**  
National & Provincial Building Society

A leading London Private Client Stockbroker is seeking an ambitious and experienced private client fund manager for its well established Guernsey office.

Ideal candidates will have the proven ability to manage the substantial portfolios of existing clients and experience in winning new business.

Local market qualifications are an advantage and age is not a factor.

An attractive remuneration package includes participation in a local bonus scheme.

Please apply in the first instance to:-

Rupert White Esq,  
David Sheppard & Partners Limited,  
21, Cleveland Place, London, SW1Y 6RL.  
Fax: 071-839 3649

### APPOINTMENTS WANTED

### EXECUTIVE SEARCH & SELECTION CONSULTANT

Mid 30s, privately educated, creative recruitment professional with 12 yrs exp, including recruitment consultancy set ups and business development. Focus has been in senior accountancy appts, has also dealt with some Corporate Finance appointments. Wishes to join progressive recruitment firm in Central London and, ideally, concentrate in Corporate Finance recruitment. Write to Box A2000, Financial Times, One Southwark Bridge, London SE1 9HL.

## MANAGER - COMMERCIAL BANKING

N M Rothschild & Sons Limited is a leading international merchant bank with a strong reputation for the quality of its banking services. The Banking Division is currently expanding its corporate lending activities to take advantage of an increasing number of business opportunities in the commercial, industrial and property sectors. As a result, an opportunity has arisen for an experienced banking professional with senior management potential to strengthen the established London-based team.

The successful candidate will assume significant corporate lending responsibilities and will be involved in marketing activities and other special projects. The wide variety of the Banking Division's work includes exposure to MBOs, syndications, acquisition finance and property loans: the environment is both challenging and highly supportive. Personal development prospects are excellent.

Candidates should be graduates with several years' relevant commercial banking experience and well-developed client skills. First-class analytical powers and a strong marketing orientation are essential, while a legal or accounting background could prove advantageous.

The remuneration package for this manager-level appointment is designed to attract high-calibre candidates: a competitive starting salary will be backed by an extensive range of benefits including profit-sharing and company car.

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- Interest Rate Management techniques.
- Risk monitoring techniques.
- Fixed Income and complex derivative products.
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Initially, reporting to the Head of Risk Management, the successful candidate would be expected to assume this role in the near future. Candidates of interest are likely to be numerate graduates with at least 2 years direct experience within a risk management department as well as several years experience within the capital markets area of a reputable financial institution. A knowledge of counterparty risk and credit issues would also be an advantage.

This is an excellent opportunity for a highly motivated self-starter with excellent communication skills to join an expanding organisation committed to further growth and development.

Interested candidates should write to Gavin Stirling at Michael Page City, Page House, 39-41 Parker Street, London, WC2B 5LH, quoting reference number 185428. Fax 071 405 9649 or alternatively telephone 071 831 2000 for an initial discussion.

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Please state any company to which your application should not be sent.

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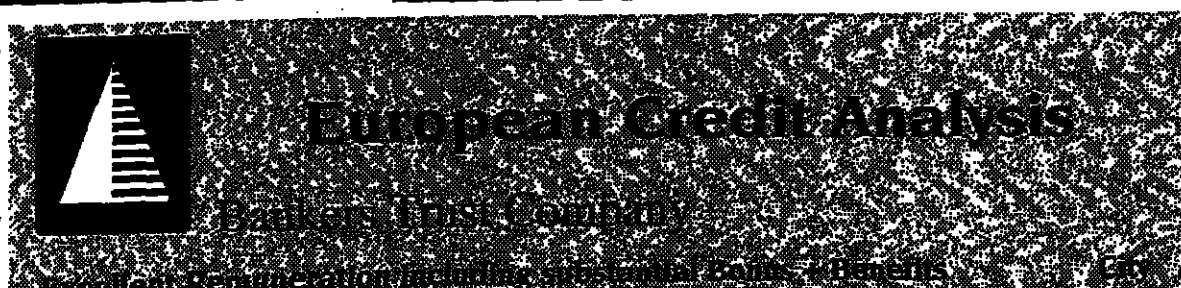
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- Work proactively with marketing officers and traders to ensure a continuing flow of profitable business, and advise on deal structures.
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- Review and analyse financial and industry information relating to existing and potential counterparties.
- Conduct detailed studies of specific sectors to aid the Bank's marketing efforts through better understanding of related risks.

#### THE REQUIREMENTS

- Degree, formal credit training and a minimum of four years' relevant experience in banking, equity analysis or a rating agency environment.
- Sound understanding of a broad range of financial instruments and deal structures.
- In-depth knowledge of the local financial markets is a prerequisite for both the UK and French roles, together with fluency in French for the latter. The Scandinavian role requires strong credit analysis experience but knowledge of the local market is not essential.
- Analytical and PC literate; well developed communication and negotiating skills and strong awareness of the "bottom line".

Please apply with a full CV and salary details, quoting reference 1002/K for the French role, 1002/Y for the UK role and 1002/Z for the Scandinavian role.

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### CITY

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Interested candidates with the relevant experience should send a curriculum vitae, in strictest confidence, to Carol Jardine, Managing Director, Whitney Selection, 17 Buckingham Gate, London SW1E 6LB, quoting reference WS/119/1.



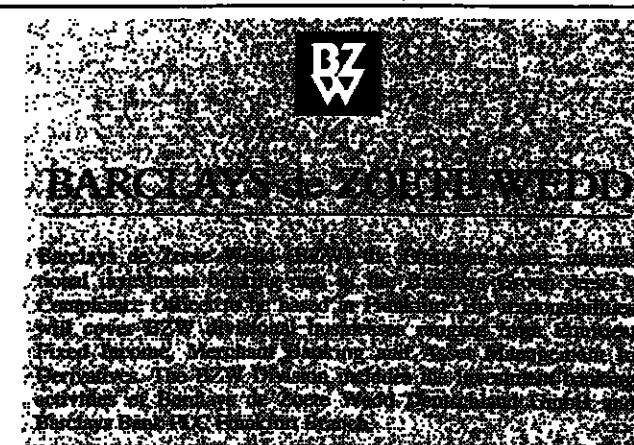
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- advise in respect of the German securities industry regulatory, legislative and market developments; and
- establish an on-going surveillance function.

Given the nature, complexity and scope of the position it will be provided with

the necessary support. We envisage candidates to be self motivated, pro-active and commercially aware in their approach to identifying areas of risk. Since the position will be reporting to Senior Management in Frankfurt and the Compliance Department in our London Head Office fluency in both German and English is essential.

The ideal candidate is likely to be aged 30 to 35 and will most probably be working at present moment in the legal department of a bank, in an international auditing or law firm with extensive exposure to securities, capital markets and corporate finance issues.

BZW is expanding its operations. For the right individual there will be opportunities to contribute to the further development of the business. Salary and benefits will be commensurate with experience. Interested applicants should write enclosing a complete CV to Carsten Kengstler or contact him ahead of their formal application on 00 44/3 85/36 33 12 this Saturday between 4 and 6 pm.

  
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صدا من الامل



# Standard setting not the panacea for all ills

Gerry Acher argues that business life is too complex for prescriptive rules to override personal judgment

Today, the Accounting Standards Board has published FRS 5, the standard primarily designed to curb off-balance sheet finance. It reflects how accounting judgment is rapidly taking second place to prescriptive rules.

By comparison with earlier standards - even SSAP 16, which introduced current cost accounting and an entirely different system of profit measurement - this standard is of colossal length, albeit much in the form of application notes.

Business life is far more complex than the one dimensional approach of double entry bookkeeping. Very few accounting facts can be expressed in black and white. The function of the accountant is to communicate the colourful reality to a particular audience in an honest way that makes sense to them and enables them to make informed decisions.

The process of standard setting started innocently enough more than two decades ago. Because of the complexities of business, it was possible to adopt a number of completely different, but arguably equally acceptable, ways of looking at the same result. Some narrowing of the range was desirable.

But this perfectly reasonable process is increasingly in danger of transformation into an ever expanding "cook book" exercise in which it is more important to observe the rules than it is to get the message across.

One has only to look at the example of the leasing standard, SSAP 31, and the distinction it makes between finance leases (which feature on the lessee's balance sheet) and

operating leases (which do not). What it actually says is that the criteria for a finance lease should be presumed to apply if the present value of the minimum lease payments amounts to "substantially all" the fair value of the leased asset. It says that "substantially all" will normally mean 90 per cent or more. In practice, the figure is taken as an absolute barrier, and almost limitless effort is expended in order not to breach it. This is not what judgment, still less auditing, is all about.

The US experience of goodwill is another example of the way in which a detailed standard degenerates into a mechanistic approach. Under US GAAP, goodwill is capitalised and amortised, over a period not exceeding 40 years. Of course, practically everyone opts for the longest possible period, relying on the standard for support. It has taken the Securities and Exchange Commission, a much more interventionist regulator than exists in the UK, to force certain types of company to use a shorter period.

A number of factors have contributed to this cook book situation. One could look to Brussels as a convenient bogey, with its directive-driven mentality. But the fault, I am afraid, is much nearer to home and lies with professional accountants.

The process of preparing and auditing accounts varies in its nature. In many cases, there is a relationship of mutual respect between management and auditors, who see their joint objective as that of arriving at audited accounts which best reflect the activities of the company.

In others, the process involves a

degree of tension. Managements wish to emphasise their successes and to minimise their failures. It is one of the auditors' roles to moderate this tendency and to ensure that a more balanced picture is presented.

It is sometimes forgotten that it is the duty of the directors to present a proper account of their actions to the owners of their business, the shareholders. Equally, auditors have retreated from their task. The existence of an increasing body of standards has provided a crutch for lazy minds.

There arises a perception that as long as you comply with the standards, the accounts must be "right" and, more dangerously, it risks an attitude that if there is no rule against a treatment, then it must be acceptable. Quite apart from the fact that the standards we have are by no means a comprehensive set of principles, this is an abdication of judgment. More attempts by the standard setters to produce a comprehensive set of instructions will simply encourage us to fall into this trap.

In the days before we had accounting standards, the "true and fair" view was paramount and weighed heavily in auditors' minds. Since then, we have allowed the audit to become an exercise in compliance, a checklist to be completed, rather than an endorsement of the way commercial and financial judgments are presented. This is totally wrong: the independent attestation of financial reports is fundamental to the efficient operation of our economic system.

I see FRS 5 as a watershed. It is not

the fault of the Accounting Standards Board. Indeed, David Tweedie, its chairman, is on record as saying that the standard was only as long as it has turned out to be because of pressure from the accounting firms. This pressure simply represents the demand from audit partners for rules which they can turn to when confronted with a difficult situation.

We can either move further towards a US system, where fair presentation simply means that accounts comply with the rules, or we can try to revitalise the process of financial reporting so that judgment has a greater role to play and the myriad facets of a business are synthesised into something more than the sum of a cook book's parts. We, as auditors, have to convince the financial community that we have the qualities to exercise the judgments required, in a proper, timely and consistent way.

I am not looking to reverse the clock. Business life evolves continually, and accounting must do so too. Today's complexities were unthought of 30 years ago. But I would much rather my intelligence was taxed and I was able to make a positive contribution to financial reporting, than my role should be reduced simply to checking that all the rules have been observed - and to hell with the result.

Can this be accomplished? The precedents are not encouraging. If we are to achieve the necessary change in attitude and approach, directors must remember their reporting responsibilities as stewards, rather than as managers, and auditors must be worthy of the respect their responsibility entails.

The auditing profession has already moved a considerable way towards this objective. As a profession we have made mistakes in the past, but the accounting firms are putting their houses in order. I sense a new awareness of the importance of auditing even at the potential expense of new jobs and the top line.

In my firm as in others, senior partners review difficult issues and poor judgment is not tolerated. We need to build on our philosophy and encourage robustness of opinion, based on proper consideration of the facts and not on truculence.

Externally, the workings of the Financial Reporting Review Panel have at least made people pause for thought, although I have to say that the way the panel's remit is phrased, and the approach it often adopts, is far too rule-book-driven for my taste.

I am by no means certain that this change can be accomplished. I am much more certain that if we, collectively, do not attempt to change direction now, the juggernaut will gather even more momentum and we will never be able to get off the path that we are presently following towards a cook book of rules, and ultimately more interventionist regulators as we have seen elsewhere.

It is up to auditors, directors and regulators to decide if they are up to making the necessary effort of will. My opposite numbers in the accounting firms, the 100 Group of finance directors and the ASB, will all have a central role to play. If we fail, we will be all the poorer as a result.

The author is head of audit and accounting at KPMG Peat Marwick

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## Recruitment Consultancy

**Central London**  
Nicholson International, established in 1988, is a highly respected international recruitment consultancy with 15 overseas offices. With further plans for expansion within the UK, we now wish to appoint an experienced consultant to join our finance team in London.

The ideal candidate will possess the following:

- Aged 20-30 and educated to degree level
- Proven success in a specialist financial recruitment consultancy, placing qualified accountants in commerce and industry
- Profit oriented outlook and strong desire to succeed

This represents a truly unique opportunity to apply your existing recruitment skills within a major international group. Energy, creativity and flexibility are all qualities which will enable you to capitalise on the outstanding long-term career opportunities that exist within our group. These could be either within the UK or overseas.

Naturally, for the achiever, earnings potential will be substantial. Applicants should, in the first instance, apply in writing to: Andrew Livesey, Nicholson International, Bracton House, 34-36 High Holborn, London WC1V 6AS or alternatively telephone 071-404 5501 for an initial discussion.

## Financial Controller Fund Management

London

up to £50,000 + full benefits

A division of a leading international investment banking group, this highly respected and successful fund management house is one of the largest in the UK.

Following an internal promotion, a high calibre Financial Controller is required for one of the major operating companies within the division.

The appointed candidate will lead a small team responsible for all aspects of financial reporting and control, including the development of client and fund profitability analysis and the implementation of rigorous operating controls. There will be considerable involvement with senior divisional management, and some international travel is likely.

Probably aged 30-35, candidates must be

qualified accountants with several years' relevant experience, ideally gained directly in the financial services sector. Those in the profession with financial services audit experience will not, however, be ruled out. Candidates must combine a "hands-on" approach with the ability to appreciate strategic issues. The ideal candidate will have the flair and ability to be promoted to director level in due course.

Depending on experience, a base salary of up to £50,000 will be offered, together with a performance-related bonus and a standard banking package.

Please send a full CV in confidence to GKRS at the address below, quoting reference number Z74J on both letter and envelope, and including details of current remuneration.



SEARCH & SELECTION  
CLAREBELL HOUSE, 6 CORK STREET, LONDON W1X 1PB. TEL: 071 287 2820  
A GKRS Group Company

## DEPUTY FINANCE DIRECTOR

£150M TURNOVER INTERNATIONAL GROUP PLANNING FLOTATION  
THAMES VALLEY c.£50,000 + BONUS + BENEFITS

- A buy-out from a major group, now planning a separate flotation. Profitable manufacturing/contracting business with £150m turnover, 40% of which is generated overseas.
- Small head-office team is being assembled which will take the group through the flotation and beyond. Each operating unit has its own management structure.
- Deputy Finance Director will be responsible for the existing Group Financial Controller and Tax/Treasury Manager and will provide high-level support in all aspects of the flotation. Prime candidate to succeed

the Group Finance Director in the medium-term.

- Commercially-minded Chartered Accountant, probably in your thirties, with extensive plc reporting experience, and skilled in managing the tax and treasury function.
- Ideally a background in an international manufacturing group including positions both at operating unit level and at the centre.
- An articulate individual with excellent presentation skills, capable of representing the group externally. A resourceful, energetic achiever who can deliver against tight timetables.

Please apply in writing quoting Ref: Z38 with full career and salary details to:  
Nigel Bates  
Whitehead Selection Limited  
43 Welbeck Street, London W1M 7HF  
Tel: 071 637 8736

Whitehead  
SELECTION  
A Whitehead House Group PLC company

## Deputy Head of Finance

Processing & Engineering

To £45,000 + Car & Benefits

Cumbria

Substantial opportunity with significant involvement for an ambitious and focused accountant.

- THE COMPANY**
- Division of major British Group growing internationally. Subject of significant capital expenditure. State of the art technology.
  - Decentralised business unit controlled by strong financial disciplines and systems.
  - Strong international order book.

- THE POSITION**
- Report to Financial Controller. Member of a team covering finance, contracts and purchasing, business planning.
  - Full involvement in improving financial controls, developing management information systems and interdivisional trading relationships.

- QUALIFICATIONS**
- Graduate calibre qualified accountant with previous financial management experience in a large processing, engineering or utilities organisation.
  - Able to handle complex accounting issues. Experience of long term contract accounting and working at the interface with customers an advantage.
  - Excellent team player, commercially astute and able to build relationships.

Please send full cv, stating salary. Ref YN1488  
NBS, Prospect House, 32 Sovereign Street,  
Leeds LS1 4BJ

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company

## EXCEPTIONAL CAREER OPPORTUNITY

### SENIOR INTERNAL/OPERATIONAL AUDITOR

There is an immediate need for a qualified Internal/Operational Auditor to fill a key position of Senior Internal/Operational Auditor in the corporate headquarters in Riyadh. The successful candidate will join a completely integrated, global petrochemical company producing and marketing petrochemicals, plastics and fertilizers, with associated operations in energy-intensive metal processing.

The Position: The successful candidate will audit systems at head office and affiliate companies, and participate directly in both operational, computer-based, and financial audits.

- The Requirements**
- At least five years post qualification experience acquired in an industrial environment (operational audit) or with one of the large international audit firms.
  - At least a Bachelor's Degree in Accounting or Finance from a US/European university. CPA or CA certification preferable.
  - Knowledge of specific audit methodologies and techniques, including systems-based auditing, testing methods, computer auditing and operational auditing.
  - Good interpersonal and group process skills, and the ability to communicate at all levels of management.
  - An energetic, mature and positive individual with stature and credibility, with integrity, toughness of character, and initiative.

**The Offer:** This unique opportunity offers the successful candidate an excellent, tax free remuneration package including a generous basic salary and allowances for dependent education, housing, transportation, life and health insurance, home leave and relocation. Salary is commensurate with experience and qualifications.

**What To Do:** Please send detailed resume with a recent photograph to: Director of Manpower and Training, Saudi Basic Industries Corporation, P.O. Box 5101, Riyadh 11422, Kingdom of Saudi Arabia.

## LEADING FMCG GROUP

TWO NEW OPERATIONALLY FOCUSED FINANCIAL CONTROL POSITIONS  
LONDON COMPETITIVE PACKAGES

The company manufactures and distributes premium quality branded goods worldwide, is profitable, and is the market leader in its sector in this country. UK turnover is currently £200m. Following a review of the organisational structure and effectiveness of the finance function, two new positions have been created offering exceptional opportunities for ambitious qualified accountants. Both will report in at main board level.

### CONTROLLER-CUSTOMER MANAGEMENT £45/50,000 + CAR + BENEFITS

- Working closely with the management team for multiple and specialist retail and wholesale accounts to deliver growth and profitability improvements across the whole customer base.
- Analyse brand and customer profitability, monitor pricing policies, evaluate investment in marketing spend, design and implement management control processes and information systems.
- Probably a graduate (possibly MBA) with at least ten years commercial experience in a blue-chip FMCG environment. (Ref 730)

### CONTROLLER-SUPPLY CHAIN £45/50,000 + CAR + BENEFITS

- Working closely with operational management responsible for purchasing, manufacturing, packaging and distribution to deliver improvements in production efficiencies and productivity, and reduce overheads while enhancing service and quality.
- Design and implement more effective management control processes and information systems. Co-ordinate strategic planning, budgeting and monthly reporting.
- Probably a graduate ACMA with at least ten years manufacturing industry experience including in larger organisations which have well developed systems and controls. (Ref 731)

Both positions call for strong teamworking skills, with high levels of initiative, self-motivation, tenacity, persuasiveness and energy. Career development opportunities worldwide are excellent.

Please apply in writing quoting the relevant reference number with full career and salary details to:  
Nigel Bates  
Whitehead Selection Limited  
43 Welbeck Street, London W1M 7HF  
Tel: 071 637 8736

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SELECTION  
A Whitehead House Group PLC company

## FT/LES ECHOS

The FT can help you reach additional business readers in France. Our link with the French business newspaper, Les Echos, gives you a unique recruitment advertising opportunity to capitalise on the FT's European readership and to further target the French business world. For information on rates and further details please telephone:

Philip Wrigley on  
071 873 3351



## Senior Product Controller - Derivatives

### Hong Kong

Our client is a major force in investment banking globally - pre-eminent in the creation, trading and distribution of securities and derivative products and a leader in risk management. Success built on financial acumen and capital strength is re-enforced with a strong focus on client relationships.

There is a requirement for a high calibre individual to join the controllers team in Hong Kong. The control function is pivotal to the organisation and works in close partnership with traders, sales people and operations teams, advising on the pricing, strategy and profitability of complex financial instruments.

The individual should be a qualified accountant with a strong knowledge of derivative instruments and be stimulated by the intellectual challenge of working with complex products and not afraid to use their initiative.

### Substantial package

A knowledge of Hong Kong and the Asia Pacific region is required.

Confidence, assertiveness and the ability to rapidly establish credibility with the trading floor are key to success in this role. Excellent communication and interpersonal skills and attention to detail are pre-requisite.

The competitive remuneration package includes a merit based bonus scheme and a housing allowance if appropriate. This organisation prides itself on attracting outstanding individuals and the career opportunities are excellent.

For further information in the strictest confidence, please send your resumé to: Raj Munde, quoting reference number 9/1678, to Morgan & Banks Plc, Brettenham House, Lancaster Place, London WC2E 7EN or if you prefer, call on 071-240 1040. Fax: 071-240 1052.

**Morgan & Banks**  
INTERNATIONAL

### Global Investment Bank

This firm is one of the world's premier full service investment banking and securities houses. They are leading players in all major markets with particular strength in the trading of fixed income and innovative FX products including the associated derivatives.

Reporting to the European Financial Controller, the head of the regulatory section fulfils a particularly high profile and proactive function significantly beyond that normally associated with regulatory reporting.

In addition to managing a small team responsible for the preparation of the returns to the various bodies including the SPA, you will act as the interface between the front office and the regulators. The traders refer all the more innovative and complex deals to the regulatory controller for assessment. You will work with them in structuring the deals appropriately and negotiating where necessary with the regulators over the interpretation of the capital adequacy rules.

### c.£50,000 + Banking Benefits

You will either be: fulfilling a similar role in a recognised institution but looking for a more genuine level of business involvement or; a qualified ACA at Manager level within the profession with significant exposure to capital markets and the associated regulatory issues.

This position should not be seen in an administrative form filling context. Rather, it is an outstanding opportunity to join one of the best known names in the securities markets in a creative role that actively influences the day to day trading of the bank. You will be involved in the latest developments in the capital markets whilst also building on your financial and management skills.

For further information in the strictest confidence, please send your resumé to: Tim Musgrave, Ref. 22/1679 at Morgan & Banks Plc, Brettenham House, Lancaster Place, London WC2E 7EN or if you prefer, telephone 071-240 1040. Fax 071-240 1052.

**Morgan & Banks**  
INTERNATIONAL

## USE YOUR ACCOUNTANCY EXPERTISE IN BUSINESS DEVELOPMENT GLOBAL CUSTODY

c.£45,000 + BANKING BENEFITS

LONDON BRIDGE

Citibank is the world's largest global custodian providing securities services to major financial institutions in an exciting growth sector. Our Funds Administration and Trustee Services function offers specialist accounting and trustee services to international mutual funds (both on and off-shore) and the pension fund industry, developing new products in response to customer demand.

This has created an opportunity for a qualified ACA, able to use vision and experience to formulate a structured and focused marketing approach to understanding buyer behaviour. Your role will be to develop superior products which are strategically and tactically positioned to gain a sustainable competitive advantage. You will be required to meet strict deadlines and show an awareness of both client and revenue impact.

The successful candidate will have at least five years' post-qualification experience and a knowledge of international securities markets. Your background will, ideally, include exposure to fund accounting and the structuring of funds to maximise tax efficiency as well as business strategy and planning experience. You will certainly be keen to develop classic marketing skills. The ability to communicate effectively is essential.

We offer a salary of around £45,000 plus bonus plus comprehensive benefits including company car, subsidised mortgage and non-contributory pension plan. There are excellent career opportunities both within Worldwide Securities Services and throughout Citibank.

**CITIBANK**  
We are an equal opportunities employer

To apply, please write enclosing your cv to Sue Bennett-Smith, Vice President Human Resources, Citibank N.A., PO Box 200, Cottons Centre, Hays Lane, London SE1 2QT. Alternatively, you may fax your cv to us on our confidential number: 071-234 5279.

## Finance Professionals

### Watford

Cadbury Beverages Europe (CBE) is part of Cadbury Schweppes Plc, a worldwide group of companies which manufactures confectionery and soft drinks in over 100 countries. CBE is responsible for the manufacture and marketing of a variety of soft drink brands for Continental Europe through joint ventures, distribution arrangements, franchises and the company's own bottling operations. The brands include Schweppes, Gini, Sunkist, Malvern, Canada Dry, Oasis and Trinaranjus.

#### Financial Controller

The financial controller will work closely with the franchise team in providing financial and commercial management for the western franchise business which covers ten countries. This is a highly commercial role and will involve formulating strategies to ensure the growth and development of the business. Ref: 9/1670.

#### Treasury Manager

The treasury manager will provide a full treasury and tax service to the region. This includes advising operating companies on treasury management, monitoring and managing cash flows and exposures and working closely with group tax and treasury managers on strategic issues. Ref: 9/1669.

### c.£35,000 + benefits

**Financial Planning Manager—Spain (ex-pat. package)**  
The position, after an initial induction period in Watford, will be based in Madrid. Working closely with the Finance Director, the individual will have responsibility for providing and analysing financial information for planning, reporting and project evaluation for the operations in Spain. Fluent Spanish is a pre-requisite. Ref: 9/1680.

The ideal candidates will be qualified Accountants with a strong academic background, aged between 27 and 33, with at least two years commercial treasury experience or five years commercial accounting experience. A second European language would be a distinct advantage. The individuals should also have excellent presentation and communication skills and show the energy and enthusiasm to thrive in a challenging environment.

The package will include a salary dependent on experience, a company car and a company performance related bonus. The career opportunities within the group for high calibre individuals are outstanding.

For further information in the strictest confidence, please contact our advising consultant Raj Munde on 071 240 1040. If you prefer, send your resumé quoting the appropriate number to Morgan & Banks Plc, Brettenham House, Lancaster Place, London WC2E 7EN.

**Cadbury Schweppes**

## Financial Controller

North West

c.£35,000 package, car, benefits

Decentralisation of c.£100 million turnover division of well established UK plc creates need for commercial finance professional. Key role to support Managing Director and complement existing management team in profitable, expanding, c.£10 million turnover subsidiary engaged in importing and distribution of branded consumer products.

#### THE ROLE

• Report to Managing Director with functional responsibility to Divisional Financial Director. Total responsibility for Financial Management of three discrete brands. • Enhancement of Management Information Systems to support executive decision making and impact upon profitability. • Total involvement in commercial and strategic decision making process.

#### THE QUALIFICATIONS

• Graduate Qualified Accountant. Late twenties/early thirties. Self motivated with high degree of commercial acumen and potential to progress quickly to Board level. • Previous experience of profit centre responsibility in branded goods environment preferably with sound appreciation of legal requirements of concessions. • Ability to promote change coupled with strength of character to deliver.

Please reply in writing to BHM Search & Selection 4th Floor Emco House 5/7 New York Road Leeds LS2 7PL enclosing a full curriculum vitae and quoting Reference BHM 10075. Telephone 0532 467033 Facsimile 0532 433691.

**BHM**  
SEARCH & SELECTION

## Management Accountant

South Hampshire

c.£26K, car + benefits

Our client is a contracting and construction company serving the South West of England and is a subsidiary of a major UK construction group. Over many years, it has developed an excellent reputation which enables it to deal successfully with multi-million pound projects as well as small schemes. As a result of a growing order book and confidence in the future of the region, the company has decided to establish a new position of Management Accountant reporting to the Regional Finance Director.

The new accountant will be responsible for the preparation of monthly management accounts, conduct profitability and variance analysis, prepare budgets and be responsible for the development of innovative management reporting procedures. An involvement in the day to day accounting procedures will also be required.

The ideal candidate will be ACMA/ACCA qualified, aged late 20's with 2 to 3 years commercial post qualification experience in a practical, hands-on environment. Applicants must be results-orientated, bright and robust. Familiarity with computerised systems and spreadsheet applications is essential.

Please write in confidence, enclosing career and salary details to Tony Saw, quoting reference W2724.

**KPMG** Selection & Search  
1-2 Dorset Rise, Blackfriars, London EC4Y 8AE

## HEAD OF ADMINISTRATION

Expanding City firm of headhunters seeks to appoint a Head of Administration who will take over the day-to-day running of the company from the Managing Director.

The person appointed will be a chartered secretary/accountant, computer literate, a graduate and within the age range 35-45. Experience of working within a partnership style firm is desirable. An outgoing personality, tact and the ability to work in and contribute to a team environment will be vital.

The remuneration will be competitive and should not be a limiting factor for the right candidate.

Please write to

**Baines Gwinner Limited, 1 Founders Court, London EC2R 7HD**  
or telephone Sue Hutchings on 071-600 1414

### "creative influencer in the audit arena"

## OPERATIONAL REVIEW

If you simply see an internal operational review function as checking up on how other managers do their jobs, then this role is definitely not for you. What we're looking for is someone with superb technical expertise, linked to strong interpersonal skills - with a touch of the visionary thrown in for good measure!

#### THE POSITION

- Reviewing all airline operational areas to minimise exposure to financial risk.
- Focussing on financial systems and procedures in a complex, international business.
- Detailed and "hands on" whilst supplying the professional overview.
- Supportive and enlightening, rather than critical and adversarial.

#### THE PERSON

- Qualified A.C.A. with a background in auditing large organisations.
- Must have significant commercial experience outside of the profession, ideally within a similar role.
- Analytical with extensive knowledge of systems.
- Capable of developing the function from scratch - energetic and determined self-starter.
- Able to spot the unconventional solution when appropriate.

**WEST SUSSEX**

c. £27,000

per annum

+ Benefits

For more information, candidates should apply in the first instance by sending a current Curriculum Vitae to our advising consultant: Ron Irving, Managing Director of The Hamilton Irving Consultancy at No 6 Baron's Gate, Rothschild Road, Chiswick, London W4 5HT. Naturally we guarantee the strictest confidentiality to all applicants.

**Virgin**  
atlantic

مكتبة الامم



## Project Manager for the development of Activity Based Costing

A Europe-wide initiative in  
international banking

to £40K + full banking benefits - City

A portfolio of innovative products and services, matched by a presence in all the major financial centres, serves to maintain J.P. Morgan's reputation as one of the world's premier banking and securities firms.

The Global Technology and Operations Financial Control Unit works closely with the business areas to optimise efficient resource management. Activity Based Costing (ABC) is now regarded as a critical initiative in this respect, and we are seeking a skilled ABC practitioner to develop and implement the methodology for all operations throughout London and Europe.

To have the confidence, credibility and capability for the project, you will need to be a graduate chartered accountant with seven to ten years broad-based experience in industry. This will have included management of ABC projects, with your most recent experience being focused on ABC implementation in the financial services sector.

An effective communicator and team motivator, you are now looking at the chance to play a key role in an initiative unrivalled in the international banking sphere. The career prospects are exceptional and the rewards outstanding.

Please write with your cv to Paul Barry, CTO Financial Recruitment, J.P. Morgan, 60 Victoria Embankment, London EC4Y 0JP.

**JPMorgan**

### CHIEF FINANCIAL OFFICER (DIRECTOR DESIGNATE) LABYRINTH GROUP

We are a profitable diversified Publishing PLC, rapidly growing with an active acquisition policy currently comprising four small businesses in UK and US. We are traded under 535(2) and PlakSheets in US and plan to fully list within 2 years.

We need a "hands on" person to integrate at board level - prerequisites are public company/acquisitions experience, proven record of success in managing the full financial functions and ability to interact with the City and relevant professionals.

Attractive salary/share option package.

Fax: 071 284 3038  
P J Campbell

### Chartered Accountants for Bermuda

Circa. \$39k tax free  
Audit Senior with 2 yrs min. post qual. experience sought by leading Chartered Accountants in Bermuda. Age 30 years. Excellent opp. on this beautiful island. Call in confidence:

Trevor James,  
I.R.G. (Rec. Cons.)  
071 929 5252

## FINANCIAL PLANNING ANALYST

North London

£28,000 + Bonus  
+ Benefits

This major UK retailer comprises several well known names and boasts sales in excess of £1bn. It prides itself on the ability to interpret demand and anticipate change, and leads the marketplace through customer loyalty and quality personnel.

The Financial Services division is an integral part of the group, contributing to its overall profitability.

The company seeks an outstanding individual to identify profit improvements and input financial expertise to management decision-making. The position reports to the Financial Planning Manager. You will play a key role in determining the success and profitability of new business areas and product lines. This will include pre- and post-marketing campaign analysis, together with forecasting and budget schedules to highlight areas for continuing improvement, along with ad hoc project work.

The successful candidate will be a recently qualified ACA with first time passes from a 'Top 6' firm, and also possess a good honours degree. You will demonstrate first rate analytical and interpersonal skills combined with a task orientated and motivated approach. You will also seek a fast track career opportunity within a quality business.

Interested candidates should contact Brian McCreery at Harrison Willis on 071 629 4463 (081 875 1068 evenings/weekends), or send a full CV to the address below (fax 071 629 3937) quoting B/M 304.

**HARRISON WILLIS**  
FINANCIAL & LEGAL RECRUITMENT CONSULTANTS  
Cardinal House, 39-40 Abchurch Lane, London EC4N 3DF. Tel: 071-629 4463  
LONDON • READING • GUILDFORD • ST ALBANS • BRISTOL • BIRMINGHAM

### GROUP FINANCIAL CONTROLLER

Reverse takeover... Recently quoted Plc

Bristol

UK Safety plc was formed in May 1993 as the result of the reverse takeover of Television South West Plc (TSW) by UK Safety Group Ltd (itself created as a result of an MBO in 1988). Already a leader in the expanding personal protective equipment market the new company is committed to business development, organically and by acquisition.

This new role, reporting to the Group Finance Director, requires a high calibre accountant aged under 40 with previous manufacturing experience preferably in high volume production. Based at group headquarters in Bristol you will have responsibility for coordinating monthly results from the four trading divisions, liaising with local management, reviewing their performance and ensuring all internal controls are

operating efficiently. A sound systems understanding of networked PCs is essential as is the ability to communicate effectively with internal management and external advisors. Strong interpersonal skills and the drive and commitment to work within a small dedicated team are critical.

Having achieved the first phase of its development from MBO to public quotation... the business now has the platform for real growth and the prospects for both the company and the individual are therefore outstanding.

To apply please write with a full CV and references to: Mr Tom O'Neill, HRM Executive, UK Safety Group Ltd, 100, The Quadrant, Bristol, BS1 1QJ.

WHEALE • THOMAS • HODGINS • PLC

## Outstanding Opportunities - UK Stockbroker

Newly/Recently Qualified ACAs to £30,000 + Bonus + Benefits

Our client is a leading corporate stockbroker with an excellent reputation for research and quality of service.

In recent years they have undergone a significant period of development and they are now seeking to strengthen their operations division by the recruitment of four additional staff.

You will join their Management Development Programme where the emphasis will be on you acquiring skills in a wide range of areas through a high degree of ad hoc project work. You will be part of a multidisciplinary team, initially, gaining exposure to several of their key operational areas.

Your success and personal development will then lead to a long and varied career within the organisation.

Candidates will be qualified accountants with up to two years post-qualification experience who are still in Public Practice or alternatively, working in a commercial environment. Financial services experience is not essential as the emphasis will be on team players with strong interpersonal skills and the ability to work well under pressure.

These are excellent opportunities to fully develop your potential in a supportive and exciting environment.

Interested applicants should contact  
Andrew Fisher, Parkwell Management Consultants Ltd

3 Catherine Place, Westminster SW1E 6DX Tel: 071 233 5207 Fax: 071 233 5205

## Financial Controller

Financial Services

c.£70,000 + Benefits

East Anglia

Challenging new appointment within leading financial services institution. Unlimited career progression.

### THE COMPANY

- Major UK based financial institution. Asset value exceeds £10 billion.
- Successful division with significant profit contribution. Period of substantial change and systems development.
- Sound business structure. High transaction volumes. Tightly managed and sharply focused.

### THE POSITION

- Newly-created, broad reaching role with responsibility for financial management and control, financial and management accounting, budgeting, cash flow and taxation.
- Significant strategic input. Remit to provide clear leadership and drive cultural change.

- Extensive top level contact, both internal and external.

### QUALIFICATIONS

- High achieving, graduate ACA, aged 35-45. Big 6 background.
- Broad financial management experience from tightly controlled organisation, preferably in financial services.
- Ambitious and results-driven with commercial flair. First class interpersonal skills. Able to progress further.

Please send full cv, stating salary, Ref LN1599  
NBS, 54 Jermyn Street, London SW1Y 6LX



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EXECUTIVE SEARCH & SELECTION

## Regional Tax Manager

International team servicing an international group

£60,000-£80,000 plus car allowance and benefits London

We are a large group; one of the key players, worldwide, in our spheres of operations; and thoroughly international but with particularly strong operations in the UK, mainland Europe, North America and Asia.

Reporting to the Director of Taxes, this role provides the chance to assist, imaginatively, with the day to day management of tax affairs within the Group; engage in specific advisory and project based work relating to both UK and overseas (mainly continental) tax issues; and deliver high level advice/play an active role in the co-ordination of our overall tax strategy. Specifically, this will involve contributing to discussions on innovative funding techniques; tax implications of acquisition proposals; and the development of new entities.

Likely to be in your 40's with a relevant professional qualification, you will be commercially astute, and well able to communicate complex tax issues effectively to non-tax colleagues. Sound experience, both UK and continental, is absolutely essential - whilst experience further afield would be a bonus. Proven knowledge of re-constructions, mergers,

acquisitions; and some dealings with finance structures are also needed, whilst experience of dealing/negotiating with various Revenue authorities would be most helpful.

You must have strong linguistic abilities (fluency in English plus command of other languages, preferably including Dutch) and be prepared for extensive travel. In so many ways, this is a thoroughly international, and particularly European role 'sans frontières', and we are keen to maintain the international 'feel' to our team.

A convincing personal style; a free-wheeling lateral thinker; a 'rolled-up sleeves' approach; proactive; self-disciplined: this is the style that will mesh well with us. If this is you, and you fancy a move to London (or indeed, if you are already here), write to our advising consultant, Hannah Davidson quoting reference H/1446/FT. Alternatively, call him for an informal and totally confidential conversation.

Executive Search & Selection, Price Waterhouse,  
Milton Gate, 1 Moor Lane, London EC2Y 9PB.  
Tel: 71 999 6312. Fax: 71 638 1358.

## Director Of Finance

Healthcare

Midlands

£50,000 Package

As a major purchaser of healthcare services, our client is responsible for securing the best possible health for its residents within the available resources. Managing a purchasing resource in excess of £170 million, the focus is on obtaining full value for money from healthcare providers and on achieving the highest standards of quality and service.

Reporting to the Chief Executive, your role is fundamental in meeting the organisation's objectives and financial targets. You will be involved in corporate and financial strategy, and in the development and management of effective financial policies and systems in order to achieve the business plan.

To be considered, you must be a qualified accountant who has operated in a senior management position in a large organisation for at least four years. Being a results-orientated professional you should possess excellent motivational and communication skills. Age is not an issue, but candidates who are less than 35 years are unlikely to have the required levels and depth of experience. Of particular interest are those applicants who have an understanding of the purchasing and contracting processes. In addition, you must be a clear and objective thinker who has the ability to quickly instil confidence and credibility.

Interested candidates should submit a CV, in confidence, to James Thompson, Hoggett Bowers, Amethyst House, Spring Gardens, Manchester M2 1EA, 061 832 0445, Fax: 061 832 0089, quoting Ref MJT/3860/FT and indicating full salary details.

**Hoggett Bowers**  
EXECUTIVE SEARCH AND SELECTION

BBC TELEVISION

## Assistant Production Accountants

BBC • DRAMA • GROUP

BBC Drama is a major source of drama output, with productions ranging from *EastEnders* to *Screenplay* and *Middlemarch* to *The Snapper*. As part of a fundamental reform programme they are in the process of improving financial control and reporting on their productions.

Assistant Production Accountants will support Production Accountants on individual productions. With a wide-ranging job description successful candidates will assume responsibility for the following:

- Maintaining the financial records of the production as well as assisting in the monitoring of all areas of production expenditure.
- Producing accurate and timely financial information for the Production Accountant.
- Ensuring correct calculation of payments and the prompt processing of transactions.

The successful individuals will possess relevant production accounting experience or have a genuine interest in the financial and budgetary control of both TV and feature film production. A recognised accounting qualification, whilst beneficial, is not essential, but first class book-keeping and communication skills and the ability to liaise effectively with production staff are vital. Salary according to qualifications and experience. Based West London.

For an application form and further details send a postcard (quote ref. 14973/F) by April 28th to BBC Recruitment Services, PO Box 7600, London W12 7ZY. Tel: 081-749 7000. Minicom 081-782 5151.

Application forms to be returned to Jon Vowk at Marks Sattin, 18 Hanover Street, London W1R 8HG by April 29th.

WORKING FOR EQUALITY OF OPPORTUNITY

**MARKS • SATTIN**  
FINANCIAL RECRUITMENT CONSULTANTS



**CJA** RECRUITMENT CONSULTANTS GROUP  
2 London Wall Buildings, London Wall, London EC2M 5PP  
Tel: 071-588 3588 or 071-588 3576  
Fax No. 071-256 8501

An exacting and demanding position with strong promotion prospects. Prospect of stock options

**ALPS GROUP TAXATION MANAGER**  
**CONTRACTING & SERVICES**

**CENTRAL LONDON** Circa £95,000  
**BRITISH MULTI NATIONAL SERVICES GROUP, T/O IN EXCESS OF £3 BILLION**

We invite applications from candidates aged 35-48 either F.C.A. or with a University degree who ideally will have achieved at least 5 years practical Inland Revenue experience, and not less than 4 years in Corporate Tax at a senior level within a multi-national organisation, preferably in the contracting or services sector. Reporting will be to the Head of Treasury and Taxation. Responsibilities will cover overall responsibility for the management of the Group's tax affairs and provision of tax services to all group companies through a tax team in the UK and overseas. There will be an initial emphasis on streamlining to ensure optimum use of resources, and the provision of sound advice on International tax and its implications. Tenacity, intellectual capacity, the ability to achieve deadlines, and operate effectively in a fast moving commercial environment is important. Initial salary negotiable circa £95,000 + car, contributory pension, health cover and other large company benefits.

Applications in strict confidence under reference CTS233/FT to the Managing Director: ALPS

**TONER GRAHAM**  
ACCOUNTANCY  
SPECIALISTS

**TAXATION AND TREASURY CONTROLLER**  
**SOUTH MIDLANDS c£42,000 + BONUS + CAR**

Our client is a major subsidiary of the largest consumer products group in the world. With a UK turnover in excess of £1/2 billion, an explicit commitment to growth, both organically and by acquisition, and an exceptional range of branded products, the company is well positioned to capitalise on the market opportunities of the future.

Following an internal promotion and restructuring, a key opportunity has arisen for a quality finance professional within the UK Head Office. Reporting to the Group Finance Director responsibilities will be challenging and varied including: control and management of all taxation, treasury and pension fund issues and support on acquisitions and divestments.

Successful candidates will be qualified accountants with a rudimentary experience of UK taxation and treasury management, preferably acquired in a sophisticated, multinational organisation. Excellent communication skills, a high level of commercial awareness and the ability to think incisively are vital qualities.

In return the company offers an attractive package including negotiable salary (based on experience), performance related bonus and full relocation assistance if required. Equally important is the opportunity to join an extremely dynamic and successful group where career advancement is based on ability and merit.

Interested candidates should write, enclosing a comprehensive C.V. in the strictest confidence, quoting reference RST21 to:

**Paul Toner at Toner Graham,  
8 Imperial Square,  
Cheltenham, GL50 1QB.**

**International Finance Manager**  
**Outstanding ACA**  
**London**

c£45,000 + Car + Excellent Benefits

Our client is an international market leader in its service sector, with a truly global network of offices throughout North America, Europe and the Asia/Pacific region. Its reputation for quality of service and employment of state of the art systems technology, has allowed it to maintain its leading market position for over two decades.

There currently exists within the organisation, the opportunity to augment the management team, with the appointment of a high calibre ACA. Reporting to the Director of International Finance in New York, the role offers full responsibility for the finance functions of the UK and German offices. Key elements of the role will include general accounting issues, financial planning and analysis and control of all tax and treasury matters. As part of the general management team in these locations, the successful applicant can expect real involvement in commercial issues outside of the financial arena, whilst maintaining day to day control of the finance function. This is an excellent broadly based role, offering real breadth of experience at a senior level.

The opportunity will appeal to a high calibre graduate ACA with a proven track record in a 'Big 6' public practice firm. Applicants may already have made an initial move into commerce. Either background must have produced prior in-depth experience of working within an international service orientated organisation. Strong academic and technical skills are prerequisites, as is the ability to liaise with professionals at the most senior levels and the self-confidence to work with minimum supervision on complex international projects. Due to the continuing success our client is experiencing, the successful applicant's future may lie in an international role arising from either organic or acquisitive growth.

The rewards will include an attractive basic salary, company car, excellent benefits package and the opportunity to develop a stimulating career within this high profile international group.

For further information in strict confidence, please forward a brief resumé to either Robert Walker or David Craig at our London office, quoting reference RW1414.

**WALKER HAMILL**  
Executive Selection

29-30 Kingly Street  
London W1R 5LB  
Tel: 071 287 6285  
Fax: 071 287 6270

**MAJOR UK FINANCIAL INSTITUTION**  
**FINANCIAL CONTROLLER**

c.£300,000 pa + banking benefits - Paris-base

Our client, a major UK financial institution with offices in the UK and Europe, wishes to appoint a Paris-based Financial Controller. Reporting to the European Financial Controller in London, your prime responsibilities will be the control and review of all management information provided to the UK, the production of quarterly financial reports and the monitoring and appraisal of performance. You will be qualified with about two years' post-qualification experience, ideally with experience of financial reporting or management accounting in the finance sector.

A high calibre professional, you must combine excellent communication and analytical skills with the credibility to gain the confidence of local management. Fluent French and a knowledge of PC applications will also be required in this challenging post.

To apply, please write with your CV, stating any company to which your application should not be sent, to: Alastair Lyon, Confidential Reply Handling Service, Ref: 867, Associates in Advertising, 5 St John's Lane, London EC1M 4BH.

**ASSOCIATES IN ADVERTISING**

**APPOINTMENTS ADVERTISING**  
appears in the UK edition every Wednesday & Thursday and in the International edition every Friday.

For information on advertising in this section please call  
**Gareth Jones**  
on  
**071 873 3779**  
**Andrew Skarzynski**  
on  
**071 873 4054**

**Finance & Administration Director**  
**Professional Services**  
**Central London**

c.£45,000 + Bonus + Benefits

**Key role for a progressive, inquisitive finance professional within strategic management team of UK market leader.**

**THE COMPANY**

- Autonomous £10m division of fully quoted £70m British plc. Blue chip client base.
- Outstanding growth record. Expanding in UK and into continental Europe.
- Focused, entrepreneurial consulting business with exceptional quality ethos.

**THE POSITION**

- Formulate and implement policy.
- Create innovative information systems to support sustained development and prudent management.

Full responsibility for finance, accounting, IS and personnel supported by a small, able team.

**QUALIFICATIONS**

- Graduate chartered accountant. Possibly an MBA.
- Particular expertise in financial controls, gained in a top class business.
- Well developed analytical and commercial skills. Strong IS bias. Hands-on.
- Effective communicator. Energetic and ambitious.

Please send full cv, stating salary. Ref N88PAB  
NBS, 54 Jernyn Street, London SW1Y 6LX

London 071 493 6392  
Aberdeen • Birmingham • Bristol • Edinburgh  
Glasgow • Leeds • Manchester • Slough

**Assistant Controller**  
**International Operations**  
**London** c£33,000 + bonus + car

A major US multinational, our client is the world's leading supplier of information services on the IT sector. It specialises in publishing, research and expositions and operates in 60 countries worldwide.

This is a key role in the International Controllers Office, based in Central London. Part of a small high-profile team, maintaining control over all the businesses outside North America, the successful candidate will liaise closely with subsidiary Controllers and ensure accurate and timely financial reporting. Key tasks will include financial analysis and review, preparation of cash statements and balance sheet consolidation work. You will travel regularly to review on-site controls, conduct ad-hoc investigations and participate in other business development activities.

Candidates should be Chartered Accountants in their late 20s/early 30s, with sound experience of financial reporting, ideally gained in an international service environment. You should be a self assured team-player, who can take responsibility with limited supervision and who is experienced in the use of PCs. This varied international role will suit someone with ambition, drive and strong communication skills. It offers a flexible remuneration package and real scope for career development.

To apply please write with full CV and current salary package to Paul Carvosso Ref: A54D32, MSL International Limited, 32 Aybrook Street, London W1M 3JL.

**MSL International**  
CONSULTANTS IN SEARCH AND SELECTION

**CHRISTIE'S**

**UK Chief Accountant**  
**London** **ACA/ACCA/CIMA**  
**27-32 years**

Founded in 1766, and publicly quoted since 1973, Christies International Plc is one of the world's leading fine art businesses. With representation in over thirty countries globally, the group achieved 1993 sales of £728m, and continues to expand. The company culture is both competitive and entrepreneurial, with the focus on the provision of superior client services.

There now exists a requirement to augment the management team of the main UK auction company (sales c.£200m) with the recruitment of a Chief Accountant. Reporting at group level and controlling a team of 19, the appointee will be primarily responsible for all aspects of financial control and reporting. This proactive role will also involve significant exposure to senior operating management.

The ideal individual will be a qualified accountant, aged 27-32, with a record of achievement in managing staff in a commercially orientated environment. Experience of producing statutory, financial and management accounts is essential. Computer skills should include spreadsheets, report writing and maintenance of computerised ledgers. The abilities to liaise with professionals at a senior level, impartially assess operational issues, motivate and enhance the performance of the existing finance function, and constantly adapt in a fast moving environment are essential. The benefits include an attractive remuneration package, and the opportunity to develop a stimulating career within this rapidly developing international group.

For further information in strictest confidence please contact Brian Hamill or Robert Walker on 071-287 6285. Alternatively, forward a brief resumé to our London office quoting reference BH 991.

**WALKER HAMILL**  
EXECUTIVE SELECTION

29-30 Kingly Street  
London W1R 5LB  
Tel: 071-287 6285  
Fax: 071-287 6270

**FINANCIAL CONTROLLER**  
**WATERLOO** £27,000 "contributing to the successful development of the South Bank"

Coin Street Community Builders (CSCB) was established to provide 'public service' with all profits put to this purpose rather than distributed. In 1984 it bought 13 acres of London's South Bank (between Waterloo and Blackfriars Bridges). Since then it has organised the demolition of derelict buildings, the completion of the South Bank walkway, the laying out of a new riverside park, the creation of Gabriel's Wharf market and the building of Mulberry Housing Co-operative. A further co-op is being built at Broadwall and Oxo Tower Wharf is being redeveloped for mixed uses. CSCB is also involved in wider South Bank and London initiatives.

CSCB now wishes to strengthen the finance team by appointing a Financial Controller. Reporting to the Finance Director, the postholder will assist in the provision of timely management information to ensure that the financial affairs of the business are undertaken efficiently and within agreed policies and budgets. Specifically this will include the preparation of financial and management accounts on a periodic basis, cashflow projections, budget variance commentaries and generally supervising the accounts function.

Applicants for the position should be qualified accountants, probably with a minimum of two years post-qualifying experience and be well versed in all aspects of financial management. They should be systems literate and be able to provide a sound commercial input into the finance function. The ability to relate at all levels and the possession of first class communication skills, both orally and in writing, are essential to the appointment.

Interested candidates should write enclosing a detailed curriculum vitae outlining their suitability to the position together with salary details and quoting reference JC490 on the letter and envelope to Jeff Conrell, Ernst & Young Corporate Resources, Rolls House, 7 Rolls Buildings, Fetter Lane, London EC4A 1NH (all correspondence will be dealt with directly by the client).

"CSCB aims to be an equal opportunities organisation and all staff are expected to share this commitment"



## Finance Director

London

c £50,000 + Bonus + Car

Our client is a rapidly expanding \$50 million turnover, highly profitable European division of a major US corporation which develops, manufactures and markets premium branded consumer products in the cosmetics, toiletries and fragrances sector. An ongoing commitment to innovation and quality has established the business' global leadership in a highly competitive market.

The Finance Director will be responsible for all aspects of financial management, systems development, planning, international treasury, taxation and the maintenance of an effective interface with the US parent company. Particular emphasis will be given to strict control of working capital especially concerning cash flow, standard costing and inventory issues. As a member of the senior management team the

overriding requirement is to provide a commercial and strategic contribution to the long term, profitable growth of the business.

Candidates, aged 32-45, will be graduate, qualified accountants with a proven record of senior management experience gained in an FMCG, manufacturing environment. Excellent communication skills, strong computer literacy and a flexible approach to business management will be essential. This is a young, dynamic company requiring total commitment and action rather than delegation.

Applicants should forward a comprehensive CV by the closing date 21st April, 1994, quoting ref 185623, to Mark Hurley ACMA, Executive Division, Michael Page Finance, 39-41 Parker Street, London WC2B 5LH.



**Michael Page Finance**  
Specialists in Financial Recruitment  
London Bristol Windsor St Albans Leatherhead Birmingham  
Nottingham Manchester Leeds Glasgow & Worldwide

## Finance Manager

West End

£35,000

Our client is a family run investment management company providing innovative investment management strategies and advice.

Due to growth in the portfolio the company is creating a new position, Finance Manager, to proactively run the treasury management function.

Responsibilities include:

- Overview and report on performance of fund managers.
- Optimise worldwide cash management.
- Maintain global hedging.
- Maintain and develop external relationships to maximise investment performance.

- Continuously review performance to produce innovative strategies for future growth.
- All aspects of IMRO financial compliance.

The ideal candidate will be a chartered accountant aged 27-35, with a strong understanding of treasury products. As a self starter the individual will also demonstrate excellent communication skills and a proactive attitude to this key appointment.

Interested applicants should forward their details to Jonathan Williams at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH.



**Michael Page Finance**  
Specialists in Financial Recruitment  
London Bristol Windsor St Albans Leatherhead Birmingham  
Nottingham Manchester Leeds Glasgow & Worldwide

## Ambitious ACA – Money Markets

City

£ Excellent Package

Our client is a prestigious UK merchant bank providing merchant banking and investment management services to clients worldwide.

Due to internal reorganisation, there is now a need to recruit a qualified ACA to join one of the divisions within the financial control department. The role will involve managing a small team responsible for the product accounting support for all currency and interest rate products, including derivatives.

Main responsibilities include:

- Management of staff
- Liaison with dealers and management
- Dealing with day-to-day accounting issues
- Daily profit reporting and monthly management accounts
- Assessing systems, reporting control and valuation implications of new products.

The minimum requirement for this role will be a qualified ACA with at least 18 months relevant

post qualification experience, but there is scope to take on a more senior individual. It is likely that the candidate will have gained relevant experience from either a merchant/ investment banking product accounting environment, or alternatively from the corporate treasury department of a major PLC. However, those candidates who have gained appropriate experience within the profession will be considered.

Most importantly, the ideal candidate must be an intelligent and flexible individual with good interpersonal skills who can demonstrate the maturity to take on staff management responsibilities, as well as liaison with all levels of management.

For the right individual, this role will offer both variety and an unrivalled career progression. Remuneration will be flexible depending on level of experience, but will include all usual banking benefits. Interested applicants should forward their curriculum vitae to Stephanie

Warren at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LH.



**Michael Page Finance**  
Specialists in Financial Recruitment  
London Bristol Windsor St Albans Leatherhead Birmingham  
Nottingham Manchester Leeds Glasgow & Worldwide

## Finance Manager

Surrey

c £32,000 + Car + Benefits

Our client is a leading multi-national corporation involved in the manufacture of medical products and technology. A dynamic business that builds on a record of many years of exceptional growth, with sites throughout the world, the company operates from a position of considerable strength.

The UK company, with a turnover of £25 million supplying the UK and overseas markets, has an opportunity for a Finance Manager to join the operation. Reporting to the UK Finance Director, responsibilities include:

- Financial control of the operations, profitability and assets of the company.
- Providing timely and accurate management and cost accounting information.
- Effective monitoring of the business and providing proactive financial and commercial advice.

- Systems development.
- Managing, motivating and developing a team of staff.

The successful candidate, aged between 28-36, will be a qualified accountant of high calibre with sound commercial accounting experience. Previous exposure in a manufacturing environment, coupled with management skills are essential.

Successful applicants must be ambitious, demonstrate an enthusiastic and outgoing personality, and the desire to broaden their responsibilities into non-financial areas. Excellent career opportunities exist for the right candidate.

Candidates interested in this challenging opportunity should apply immediately by sending a full curriculum vitae to Angela Webb at Michael Page Finance, Windsor Bridge House, 1 Brocas Street, Eton, Berkshire SL4 6BW. Tel: 0753 856151.



**Michael Page Finance**  
Specialists in Financial Recruitment  
London Bristol Windsor St Albans Leatherhead Birmingham  
Nottingham Manchester Leeds Glasgow & Worldwide



## European Financial Controller

Bucks

c £35,000 + Car

Development Dimensions International is a human resource training consultancy with their European Headquarters in High Wycombe. With over 700 employees worldwide, they are the only human resource provider to fully integrate services to build empowered organisations. Applying the highest professional standards to their products and people has enabled them to achieve worldwide success and market leadership.

This position represents a rare opportunity for an ambitious accountant and requires an individual who is determined, innovative, possesses excellent motivational skills and the ability to influence others through the provision of sound and practical commercial advice.

Reporting to the European Vice President, responsibilities will include:

- Provision of first class day to day commercial and financial control
- Proactive management of the financial reporting process.
- Membership of the management team responsible for the strategic development in Europe.

- Developing the organisation's management and control information.
- Interacting with both local and overseas colleagues in a mature and effective manner, building rapport and respect.
- Managing the company's administrative and personnel processes.
- Extensive liaison with their US parent company.

The successful candidate will be a computer literate qualified accountant with at least four years PQE who can demonstrate excellent interpersonal skills, commercial awareness and the ability to manage people effectively. You will possess the ability to succeed in an informal but professional environment and the ability to work collaboratively in a dedicated team. Knowledge of US accounting standards and reporting requirements would be a distinct advantage.

Interested applicants should write, enclosing a comprehensive curriculum vitae to Frances McCutcheon at Michael Page Finance, 1 Brocas Street, Eton, Berkshire SL4 6BW. Telephone 0753 856151.



**Michael Page Finance**  
Specialists in Financial Recruitment

## ASSISTANT GROUP TREASURER

An Opportunity for a Young Professional

Edinburgh

c.£30,000

Christian Salvesen PLC's diverse range of companies have a combined turnover in excess of £500 million. Our geographic spread covers the UK and Europe, North America, Australasia, the Far East and Middle East with businesses including Distribution, Food Processing, Specialist Hire and Manufacture. This diversity involves working in a wide range of currencies and fiscal areas.

Reporting to the Group Treasurer, this challenging role will involve you in cash management, integrating forecasts and optimising cashflows, implementation of central borrowing strategies and foreign exchange exposure management and dealing. You will also provide treasury advice to our operating companies and become involved in ad-hoc treasury related projects.

A graduate and a qualified accountant you will ideally be a member of the Association of Corporate Treasurers or be working towards membership. Your 2/3 years Treasury experience will probably have been gained in an industrial environment where you will have developed commercial awareness together with the ability

to rapidly prioritise the day to day requirements of the role. Well-honed communication skills are essential as you will be in regular contact with Senior Operations Managers, Foreign Exchange Dealers and Banks.

Salary is negotiable around the £30,000 level and benefits include private healthcare, pension and life assurance schemes together with relocation assistance to the Edinburgh area which offers reasonably priced housing, capital city social amenities and good quality schooling.

To apply, please send a full c.v. to: Louise Clarkson, Recruitment and Development Manager, Christian Salvesen PLC, 50 East Fettes Avenue, Edinburgh EH4 1EQ.



**Christian Salvesen**  
Success through Service.

## FINANCE DIRECTOR – PLC

High Profile Finance and Administration

Central England

Package to £50k

This appointment provides an exceptional opportunity for an ambitious and versatile manufacturing finance professional to join a small, highly focused plc board.

World renowned in its market, this engineering business has successfully met the challenges of deep recession. It now faces the equally demanding financial management task of profitable and soundly financed market-driven worldwide growth.

You will report to the Managing Director. Your prime tasks will be the provision of tight financial control and the rigorous evaluation of both strategic and tactical options. In both areas you will personally underpin confidence among key institutions. Additionally, the Secretarial and Treasury functions are within the remit, as is membership of the Pension Fund Board of Trustees.

An FCA with an operational perspective, you will have vision and expertise to fully capitalise on recent IT

investment. You must also have the robustness and confidence to add value to a team already noted for its management skills.

Your experience must include direct involvement in all the key areas described above. It is therefore probable that you already have 3-5 years experience at F.D. or Controller level in an industrial plc. A second European language would be valued.

The package, as indicated, includes executive car, pension, life assurance, share options and full relocation support if necessary.

Please send your career details, current salary and an explanation of how your career to date provides evidence of your ability to meet the demanding specification to: I R Day, Barnes Kavelle Limited, Cavendish House, Queen Street, Mirfield, West Yorkshire WF14 8AH quoting reference: 7022.

**BARNES KAVELLE**

### Finanz Direktor

Mold Nationale Firma in England sucht einen qualifizierten Britischen Finanz Direktor fuer den norddeutschen Raum. Alter 30-40, mit Universitaet und moeglichen Diplom Betriebswirt. Gute Verdienstmoglichkeiten. Phone +44 (0) 492 546 835.

### APPOINTMENTS WANTED

#### FINANCE DIRECTOR/CEO

- Seeks position managing expansion of international group
- Chartered Accountant FCA with significant European management experience in service sector
- Hands-on track record
- Leadership, M&A and negotiating skills
- Excellent French, Spanish, German
- Write to Box A2003, Financial Times, One Southwark Bridge, London SE1 9HL

## GROUP FINANCIAL CONTROLLER

### Manufacturing

London/West Country

c£40,000 package

Running the finance function of a medium sized family led, multi-location group of companies with highly complex manufacturing operations, demands outstanding MIS skills. Add the fact that a dominant position is held within their specialised (consumer) markets, and that the industry is in a state of flux.

Furthermore, the company is well established and profitable and, following a recent acquisition, is conducting a fundamental review of how to achieve its vision for the future and the systems required to secure those ambitions. The result is a particularly demanding, difficult, but stimulating appointment requiring time in both London and The West Country.

Kidsons Inspec Search & Selection Limited 29 Pall Mall, London SW1Y 5LP Telephone: 071-321 0336 Fax: 071-976 1116

UK, France, Germany, Italy, Austria, Hungary, Poland, Belgium, Switzerland, Czech Republic and Slovakia

In addition to being professionally qualified, systems/computer literate, aged 35 plus with an impressive, stable track record in a manufacturing company, your abilities to produce short term solutions to problems in advance of long term analysis of opportunities are of paramount importance. Strong interpersonal skills are vital.



Please write in confidence to convince Peter Willingham to meet you. Enclose your CV including a daytime telephone number quoting reference 745.





## PROFESSOR OF ACCOUNTING

Department of Accounting and Finance  
School of Finance and Information

The professor will be required to provide academic stimulus and leadership in the Department, and to contribute to the work of the Department, School and University.

Closing date: 16th May 1994.

Applicants must have either a primary degree or a higher degree in an appropriate subject. A doctorate and/or professional qualification is desirable. They must have teaching experience in a higher education institution, and significant or substantial research output of good quality in a relevant field. Experience of attracting funds to assist research is desirable.

Salary is within the professorial range, with eligibility for USS, and there is an attractive package to assist with relocation and resettlement expenses.

Further particulars (please quote ref 94/FT) are available from the Personnel Officer, The Queen's University of Belfast, BT7 1NN Northern Ireland (telephone (0232) 245133 ext 3044/3246 or FAX (0232) 324944/310629).

Committed to an Equal Opportunities policy and selection on merit, the University welcomes applications from all sections of the community. Under its affirmative action programme it particularly welcomes applications from women for academic posts. It reserves the right to interview only those applicants who appear, from the information available, to be the most suitable in terms of experience, qualifications and other requirements of the post advertised.



The Queen's University of Belfast

## IN CONTROL OF THE FUTURE

### Strategic roles in Business Controls

#### Reading



Prudential Financial Services devise, market and support a wide range of Life and Pensions products, including PEPS and Unit Trusts. Already a significant player in this market, we continually work to improve our performance in every area of our business, in line with our strategic plans for further growth.

Our newly-established Business Controls function reflects that commitment. This high-profile, influential team will review, assess and prepare reports and recommendations to help the Business Managers establish and maintain financial, operational and technical controls.

We therefore have the following opportunities for forward-thinking professionals with powers of analysis and an ability to produce concise, precise, relevant reports and recommendations. You will need to be action-oriented, with a flexible and enthusiastic approach and the communication skills to build effective relationships within the team and with other colleagues.

### Business Controls Review Manager

£35-£44,000 p.a. + Car + BUPA + Non-contributory pension

An effective motivator of people, you will lead a small team of professionals to help all business areas build effective internal controls to minimise business risk. This will involve contributing to the development and maintenance of review and control functions.

You should:

- be professionally qualified, ideally in accountancy
- have significant experience of staff and project management in a commercial environment, ideally gained in an insurance or other financial services company
- be able to demonstrate experience in reviewing complex business environments
- be able to assess risk and help areas of business appreciate and eliminate exposures through appropriate procedures
- possess strong presentation and communication skills.

### Business Controls Reviewer

£26-£35,000 p.a.

+ Non-contributory pension

You will perform detailed reviews of procedures and systems to ensure that business risks are identified and adequate internal controls are in place, recommending improvement where necessary and working alongside management and staff to implement solutions.

You will:

- have experience of internal control reviews and audits, preferably gained in insurance or other financial services industry
- be professionally qualified, ideally in accountancy
- strong presentation and communication skills
- project management experience.

### Business Controls Systems Reviewers

£26-£35,000 p.a.

+ Non-contributory pension

Reflecting our commitment to the continued development and maintenance of IT systems, you will work closely with other control functions within the business to assess IT development methodology, ensure controls are built into systems and undertake reviews of our computer infrastructure, operational systems and systems development.

You will need:

- to be professionally qualified, ideally in computing
- current experience of systems developments and controls
- to have project management experience, gained from development work on mainframes, mid-range and distributed computing applications
- to understand the principles of analysis and development
- preferably experienced in financial services.

To be part of a team dedicated to continual performance improvement, please send a full cv to Jackie Havercroft, Human Resources, Prudential Financial Services, Abbey Gardens, 55 Kings Road, Reading RG1 3AH.

We are an equal opportunities employer.

## BBC TELEVISION

### BBC Drama Group

BBC Drama is a major source of drama output, with productions ranging from *EastEnders* to *Screenplay* and *Middlemarch* to *The Snapper*. As part of a fundamental reform programme we are currently improving financial reporting and control on our productions by introducing project based accounting systems.

### Production Accountants

Experienced Production Accountants are sought to join the department on 6 months to 2 year contracts. They will be responsible for providing effective and practical financial support to the Producer and Associate Producer on a particular production, assisting in the preparation of a detailed production schedule and budget. They will manage the financial systems of the production in line with the policies and practices specified by the producer and the BBC, supporting the Producer in his/her reporting obligations to Drama Group, including the regular submission of recognised statements and other financial reports.

Applicants should have a thorough knowledge and understanding of Television/Film production. They will need a demonstrably high level of numeracy and proven book-keeping skills; the ability to extract trial balances and prepare production accounts in accordance with current accounting principles and the ability to monitor foreign currency expenditure. Experience of computerised accounting systems would be an advantage.

Candidates need to be able to establish effective working relationships with a range of Production and Management staff, demonstrating excellent communication skills including the ability to explain procedures and extract information as necessary.

(Ref: 14998/F)

### Cost Controllers

We are seeking a number of Cost Controllers to join the department as soon as possible. These new appointments will be key members of Drama Group's senior management team. They will be responsible for assessing the financial viability of programme ideas and ensuring the maintenance of sound, fair and workable financial arrangements with in-house and external Producers in order to achieve drama to the timescale and standards of quality as agreed by the Editorial Heads. They will ensure that approved projects are financially managed in the most cost-effective manner throughout the production process.

Candidates must have a thorough knowledge of production processes, formats and technical and financial requirements for in-house, independent and co-produced projects ideally gained through at least two years experience as a Cost Controller or in an equivalent role. Candidates must have a recognised accounting qualification or a demonstrably equivalent proficiency gained from experience; the ability to keep abreast of technological, professional and working practice changes is essential. They must have a knowledge of the broadcasting regulatory and contractual framework including all relevant statutory and legislative requirements. Candidates should have a strong appreciation of, and sympathy with, the creative aspirations of drama production and a sufficient level of interpersonal and communication skills to swiftly establish credibility with colleagues at all levels, and to foster effective working relationships with a wide range of production and non-production personnel both internal and external to the BBC.

These positions will be offered on a contract basis.

(Ref: 14997/F)

Salary according to qualifications and experience. Based West London.

For an application form and full job specification send a postcard (quote appropriate ref.) by April 26th to BBC Recruitment Services, PO Box 7000, London W12 7ZY. Tel: 081-749 7000. Minitel: 081-752 5151.

Application forms to be returned by April 29th.

WORKING FOR EQUALITY OF OPPORTUNITY

## SYSTEMS ACCOUNTANT

The United Nations Development Programme (UNDP) is the world's largest multilateral grant development assistance organization, maintaining a network of offices in 136 countries, drawing on the expertise of 40 specialized and technical UN agencies, and working extensively with non-governmental organizations. It serves more than 150 developing countries and territories, supporting 6,000 projects valued at roughly \$7 billion.

UNDP invites applications for the post of Systems Accountant in the Division of Finance, Based at UNDP Headquarters in New York City. The Systems Accountant is responsible for recommending and directing the implementation and support of computerized accounting systems. The position involves conducting analysis of business requirements and preparing detailed specifications for designing and programming of new or revised existing Headquarters accounting systems; monitoring the development and implementation of new Headquarters systems and related interface modules for field office systems; ensuring continued support to users of operational systems; solving system problems as necessary; supporting and guiding the preparation and revision of system user manuals and troubleshooting guides.

The successful candidate is expected to have a professional accounting designation (CA, CPA) from a recognized international accountancy body and a strong systems background, i.e. 6-10 years of hands-on experience with development and implementation of computerized accounting systems, including a supervisory role. He/She should demonstrate knowledge of modern structured analysis and relational data, including the use of analytical tools; excellent and proven presentation techniques; and the ability to work in a multi-cultural environment. Fluency in English is required; knowledge of either French or Spanish is an asset.

UNDP offers an attractive salary and benefits package commensurate with experience. Please send your detailed curriculum vitae to: UNDP, Staffing, Division of Personnel, One UN Plaza, New York, NY 10017, USA. Reference: Systems Accountant (VA/2129/94). Applications must be received by 1 May 1994. Women are encouraged to apply. Acknowledgement will only be sent to applicants who meet the specific requirements of the position.



UNITED NATIONS DEVELOPMENT PROGRAMME



Midas Group

### FINANCE MANAGER

South West Based

Mid/Late 20's

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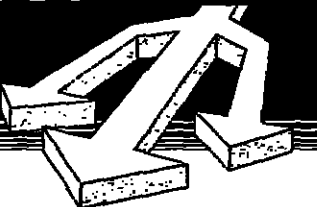
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## FINANCIAL TIMES SURVEY

# TURKEY

■ Ankara and the Middle East:  
caught between a rock and  
a hard place Page 4

Friday April 15 1994

At a watershed in its relations with Europe, the secular republic has been shaken by the election success of an Islam-based party. Turkey is suffering an economic crisis, and the economic promised land is not yet in sight.

John Murray Brown reports

## Europe links questioned

Three little words - "Turkey in Europe" - create surprising convulsions among academics whenever they come together to discuss the subject. For many Turks may feel themselves to be European, but in terms of geography if nothing else, Turkey is also an Asian, Middle Eastern, Levantine even a Balkan country.

Today some inhabitants are beginning to question their claims to be European as the country grapples with its worst economic crisis in a decade, a growing Kurdish rebellion and the fall-out from the electoral challenge to Turkey's political mainstream of last month's dramatic gains by the Islamic-based Refah party (RP).

Ask a Turk today where he comes from, and his answer is as likely to be Bosnia or Azerbaijan as Istanbul or Ankara. And this is not a reflection of Turkey's mounting refugee intake. "There are Kurds and non-Kurds" is how one Turkish diplomat described his country's ethnic breakdown - and only half in jest.

The confusion over identity is certainly sharpened by the unhappy experience of the Turkish workers in Germany who have been the subject of extremist attacks. Seeing itself as both European and Moslem, Turkey is also outraged by the west's indifference to the suf-

fering of Bosnia, where Turks have links of both history and kinship.

However, the real challenge is closer to home. The twin cocktail of a Kurdish and Islamic threat is shaking the foundations of the secular republic carved from the ruins of the Ottoman Empire.

Turkey has come a long way from the dark days of the military coup in 1980. Some Turks may even feel they are in sight of the economic promised land. However, recent events have dented that self-confidence. If the mounting economic and political problems are left untackled, there is a real danger that these could deepen the sense of self-doubt and give sustenance to Islamic and nationalist forces, putting in peril the whole pro-western thrust of Turkish policy.

Such a prospect is deeply worrying for the west, since Turkey is an important ally and an increasingly big commercial partner. However, it is no longer enough just to be in the right place at the right time. The end of the cold war has changed strategic priorities. The US is reviewing its role as it downgrades its military presence across Europe as agreed at last year's Nato summit.

Turkey's relations with Europe are also at a critical turning point. Ankara is due to



Government offices in Ankara display the portrait of Atatürk and a slogan reading "Ne mutlu Türküm diyene" - "Happy is he who can say I'm a Turk"

Richard Wigney

enter a customs union with the European Union next year. However, there must now be doubts whether the deadline will be met given the current economic turmoil.

Turkey applied for full membership in 1987 and was politely rejected two years later. But today there is little realistic prospect of early accession. Indeed, Turkey is not even considered in the current round of enlargement talks, a point which makes it all the more important that Turkey does not slip up on its customs union commitments.

Diplomats also point out that with the accession of Nordic and Scandinavian countries, the European Union is likely to become more, not less, sensitive to the issues of human rights, an area where Turkey has made too little progress. In February, Turkey's friends in the west looked on in amazement as parliament lifted the

immunities of six MPs from the radical Kurdish party, five of whom could now face the death penalty for publicly espousing the Kurdish cause. The incident provided a sharp reminder of the draconian military laws limiting freedom of speech which are still in place in a country seeking full EU membership.

Turkey certainly has little room for error. In Mrs Tansu Çiller, the country has a youthful and energetic prime minister. However, her political inexperience has been starkly exposed by the ongoing crisis.

The prime minister's decision to adopt a hard line towards the Kurds may have a certain logic, since a more moderate policy might unleash the growing nationalist fervour. But Turkey's refusal to countenance any kind of reform is jeopardising its foreign policy prestige at a time when its ability to influence regional events is greater than ever. With 4,000 civilians, soldiers and guerrillas killed last year in a war costing Turkey an estimated \$7bn a year, the present bloody stalemate cannot be sustained.

On the economy, many blame Mrs Çiller's policies for precipitating the collapse of the currency, which forced her to announce the austerity package unveiled earlier this month. Mrs Çiller still has to steer through a raft of legislation on privatisation and tax changes to underpin the programme. She also has to accommodate an increasingly vociferous union movement which feels under threat from the package. A period of social unrest seems inevitable if the measures are to be adopted in full.

In some important respects, the Turkish economy is already diverging from European norms. Inflation is more than 70 per cent, and will probably rise to more than 100 per cent as the recent price increases take their toll. The public sector borrowing requirement is now running at 16 per cent of gross national product.

Neither the republic - nor even its private sector - can go to the international debt markets in the current uncertainty. Turkey's credit rating has already been downgraded twice this year by both Moody's and Standard & Poor's. The day when foreign correspondent banks cut off lines of credit is fast approaching.

With basic commodities such as tea and sugar, as well as petrol and household gas prices rising by up to 100 per cent as part of the package, the Turkish public will soon begin to feel the pinch. Workers at the Zonguldak coalworks and the Karabük steel mills - state companies earmarked for possible closures - are both poised for industrial action to protest against the austerity package.

But the view from Brussels is that Turkey's private sector can ride out the storm, although with labour being stood down and production flat, if not declining, it will certainly be difficult to make the investments required to upgrade technologies so as to compete with European imports.

For the politicians, the danger is that some private sector companies will demand a reprieve from the deadline, which commission officials warn would unravel the whole process.

The government's own task is to see if it can staunch the

### IN THIS SURVEY

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huge losses suffered by the public sector, without which much of the real benefits of a customs union will be dissipated.

A successful implementation of the stabilisation measures is vital to restore international confidence in Turkey's economy, and in Mrs Çiller's leadership. It is also crucial to ensure that the economic problems do not deepen, thus playing into the hands of Refah, who have successfully projected themselves as patrons of the dispossessed.

For the local election result on March 27 underscores a stark demographic fact. In Istanbul and, equally dramatically, in Ankara, the RP came to power backed by the "sans culottes" of Turkey's newly-spawned big city slums - much the same section of voters who backed the fascists and the communists in the 1970s.

"It's no longer a financial crisis. It's no longer an economic crisis. It's a political crisis," was how one Istanbul banker put it.

The Turks are a long-suffering lot. Faced with such a maelstrom, many less resilient and less phlegmatic societies would probably have cracked under the strain. Yet for Turkey to survive the crisis, the government must grasp the nettle of reform.

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## TURKEY 2

The economy faces a tough year ahead, reports John Murray Brown

## Austerity deal poses test for Çiller

The bubble seems finally to have burst. After two months with the currency all at sea, Turkey's conservative-led coalition has been forced to baton down the hatches and administer a major stabilisation programme which, if implemented in full, would be the most comprehensive restructuring since the now infamous January 24 package of 1980.

With the lira still reeling despite overnight rates at one point as high as 1,000 per cent, the government abandoned its attempts to prop up the currency and faced up to the inevitable.

The jury is probably still out on the merits of the austerity package unveiled on April 5 by Mrs Tansu Çiller, the prime minister, but there is little doubt that 1994 is going to be a tough year for a nation which has long been accustomed to buoyant growth rates.

The political constraints will be considerable. Mrs Çiller's junior coalition partners, the Social Democratic Populists, although endorsing the package publicly, are known to be unhappy about certain of its clauses - particularly as regards privatisation.

The main opposition Motherland party, ANP, may also initially prove truculent, although western diplomats point out that Mr Mesut Yilmaz, the Anap leader, could win some credit for supporting the programme if it succeeds, while distancing himself sufficiently if it comes a cropper.

The package comprises two parts - stabilisation measures such as price increases on government-controlled commodities, an investment freeze and one-off tax charges on the rich, and the longer-term structural measures such as privatisation and closure and reform of the state farm support system. Mrs Çiller has for the first time introduced an

explicit fiscal target, which in the first three months envisages a TL38,000bn reduction in the budget deficit through cost savings and increased revenues.

In parallel with the fiscal programme, the central bank is to introduce a new monetary programme. These measures are underpinned by moves to strengthen the bank, increasing its autonomy and reducing the extent to which it has to fund the budget.

## The only way to make large cuts in public expenditures is through cuts in capital investment

How Mrs Çiller meets the targets remains to be seen. In the short term the only way to make large cuts in public expenditures - barring a wages freeze on which the prime minister remains a little vague - is through cuts in capital investment in projects. In addition, a substantial slice of legislation, affecting individual state enterprises and the tax changes, together with the changes in the central bank law, has still to be passed by parliament.

Mrs Çiller remains adamant that the growth rate will not be imperilled by the harsh stabilisation measures. "The economy will not stop," she said on state television when unveiling the package. Most economists beg to differ.

The recession is already taking effect.

Even before the announcement of the large increases in petrol prices as part of the package, Turkey's car production ground to a near-standstill. Consumer demand is set to dry up as spending power is eroded by the rapid devaluation. This may take some heat out of the inflation rate, which is expected to rise sharply over the next three months as the impact of the price increases starts to be felt.

This will inevitably have a dramatic effect on living standards, particularly for manual employees. The recession could be very painful for cyclical industries such as cement and construction services, says Mr Emre Yigit, head of research at Global Securities. The banking sector has been devastated by the collapse of the lira, with many banks caught holding lira assets in form of lending to Turkish companies while most of their liabilities are in foreign currency.

The "dollarisation" of the Turkish economy has been one of the more alarming developments of recent years. Today half of the total deposit base is in foreign currency. In a recent, much-reported case, a woman seeking a divorce from her husband insisted in court that the settlement should be in dollars. Civil servants rush to the banks and foreign exchange shops to unload their lira.

Public desire for dollars reflects a deeper concern about economic management and the condition of public finances. Mrs Çiller has still to demonstrate that she can rec-

tify the situation.

Pressure has been building for some time. In 1993, the economy was already showing signs of overheating - in the second quarter the economy grew by 12 per cent. The growth was fuelled by the rise in imports financed by increased foreign borrowing, much of it short-term by Turkish commercial banks. The result was a record high trade account deficit reaching \$14bn by the end of 1993.

The need to finance the current account is one explanation for the sudden jump in Turkey's foreign indebtedness in 1993. Total debt reached \$66bn by the end of the year after a spate of bond issues as the Treasury sought to avoid borrowing from the domestic markets, where high interest costs represented an increasing burden on the budget. The availability of foreign credits also allowed the Treasury to restructure its domestic debt by lengthening the maturities.

For the commercial banks, there was also a large increase in short-term foreign funding. Given the differential between domestic interest rates and inflation, Turkish banks have long been used to funding their loan book through offshore borrowing.

The demand for dollars is also trade-driven, as Turkish exporters increased market share. The situation was sustainable as long as there remained confidence in the lira. However as soon as that collapsed, more and more people wanted to

hold their savings in dollars.

The banks were left in a vicious circle, having to find assets to match the increase in dollar liabilities. With banks allowed only to lend limited amounts to a list of registered trade companies, they were left with few options but to lend the deposits as lira loans. The resultant erosion of these assets merely forced banks to raise domestic bank rates to compensate.

With the currency continuing to suffer

## The government's freedom to borrow will almost certainly be more constrained

the jitters, it is clear that Mrs Çiller must move swiftly to convince the markets. Turkey's foreign debt has been downgraded by both Moody's and Standard & Poor's twice since the start of the year. The government's freedom to borrow will almost certainly be more constrained.

The international bond market for less developed countries such as Turkey has already become more difficult after what appears to have been the turnaround in US rates. Turkey was forced to "pull" a \$750m global bond in March. Plans to float bonds in the state telephone monopoly, convertible into shares in the underlying company assets, will in all probability suffer the same fate.

The global bond was meant to set a benchmark for the PTT issue, although

many bankers expressed scepticism about whether the deal could work given the fact that the PTT's privatisation remains blocked by the courts.

Evidence of the mounting liquidity crisis was there for everyone to see throughout 1993 with the government rescheduling payments to contractors, and with the Treasury's public finance department living hand to mouth to meet the next civil servants' salary payout or interest payments on the country's foreign debt.

A telling sign of the impending difficulties came on March 21 when the Public Participation Administration (PPA), the state agency in charge of privatisation, came close to defaulting on some \$400m worth of revenue-sharing certificates, after the Treasury refused to extend the amounts to the PPA. As a result, the agency had to go to interbank markets for \$300m.

The certificates are two-year bonds issued by the PPA in lieu of payments to road contractors. The bonds were denominated in lira but indexed to foreign exchange. It remains a moot point whether the bonds are considered a foreign or a domestic liability, but the momentary panic among the banks holding the paper was an early warning of the problems to come.

Against this background, the local elections were like a self-imposed deadline with the government wary of introducing radical measures before the polls, while making it clear to its foreign audience that it intended to move swiftly once the result was in.

The government's credibility is clearly on the line. It is now left to the prime minister and her new Treasury undersecretary, Mr Osman Birsen, to prove that this time they mean business.

Last month's municipal elections may well prove to have been a watershed in Turkish politics.

The historic victory of the Islamic-based Refah party (RP), both in Istanbul, the largest city and in Ankara, the capital, has shattered the cosy complacency of the secularist establishment. The continuing collapse of the leftwing vote, with the three centre-left parties together polling little more than 25 per cent, has further undermined the point.

What was also alarming for Turkey's western friends was the growing popularity of the neo-fascist Nationalist Action party (NAP) which polled 8.8 per cent, more than trebled its 1989 vote and took control in several municipalities in eastern Turkey.

Mrs Tansu Çiller's True Path (DYP) party won the election by a slither from its rightwing rival, the Motherland party of Mesut Yilmaz. But it was the Islamic vote that caused the stir. With just one shift in the prism, a deep shadow has been cast over Turkey's political scene.

Some Turks are putting a brave face on developments. The result, they say, will act as a catalyst for a long-overdue realignment of Turkey's fractured political landscape - on both right and left. A more alarming analysis is that this marks Islam's political coming of age, an event which could change the whole course of Turkey's pro-western democratic development.

The RP has control of 28 of the country's 76 city councils, prompting Mr Nemettin Erbakan, its leader, to boast that 66 per cent of the population will now be under his party's administration.

The party's performance, doubling its vote over local polls in 1989, is likely to have a considerable fall-out. Mainstream parties will be forced to reappraise their strategies.

The army, as the self-appointed guardian of Turkey's secular pro-western identity, will be watching events with particular close interest. Turkey's western allies will be asking if the country is going the way of Algeria, where Islamic extremists seemed poised to

## Could extremists take power by the ballot box unless the army steps in?

take power by the ballot box until the army intervened to suspend the elections and arrest the activists.

From Turkey's mainstream parties, a variety of responses seems possible. Firstly, the splintering of traditional voting patterns is certain to revive the debate about the need for electoral reform, to counter the Islamic challenge.

After all, as many secular Turks will point out, the RP only polled 18 per cent of the national vote, coming third, yet took control of more city councils than both the DYP and Anap put together. This fact alone may force the right wing to reconsider the logic of a merger.

Electoral reform would, of course, require a two-thirds majority in the 450-member parliament. Judging from the lack of consensus on most legislative issues to date, this may be hard to achieve.

One option is to introduce a two-tier system, modelled on the French system. The Turks

Election setbacks for the main parties may lead to political realignment

## A shock for the secularists

have already tinkered endlessly with the current arrangement, most recently in 1991, when the Anap government introduced changes in the barrage system to discourage fringe and regional parties. To look at the line-up for last month's local polls, the safety mechanism would appear to have come undone.

The proliferation of parties is bewildering. In all, the Turkish electorate had to choose between 12 parties, encompassing centre, right and left, social democratic, and the extremes of neo-fascists, Socialists and Islamic radicals. The notable absentee was the Kurdish based Democracy Party, DEP. Its withdrawal from the election was in some part responsible for RP's strong showing in the Kurdish-speaking south-east.

In Turkey party distinctions often appear highly artificial, and frequently have more to do with personality than policy, something which is particularly true of DYP. For more than three decades the DYP and its former incarnation, the Justice Party, has been in the gift of one man, Süleyman Demirel.

It was Mr Demirel's bitter rivalry with his one-time economics adviser, Turgut Özal, the former president and Anap founder, which kept the parties apart. With Mr Demirel's accession to the presidency last June and Mrs Tansu Çiller's emergence as DYP leader, many commentators are wondering whether the

way is now open for a merger on the right.

The election will have created even more urgency. The RP has stolen votes from DYP and Anap, both of which once represented a broad church, a fusion of the strands that make up the rightwing vote in Turkey from Islamic conservatives, to hardline nationalists and laissez-faire liberal progressives.

Another possibility is that both conservative parties will ignore the logic of creating a merger and merely merge to the right in a bid to accommodate the Islamic vote and undercut the RP.

The prospect of a merger of left-of-centre parties seems more distant. All the parties - the SHP, the Republican People's party (CHP), and the

Democratic Left party (DSP) of former prime minister Bülent Eviert - claim to be the true torch-bearers for the secular reforms introduced by Turkey's founder, Mustafa Kemal Atatürk, after he abolished the caliphate.

The SHP, with more to lose after its sweeping win in 1989, took a particularly severe drubbing, losing Izmir and Adana, in addition to Istanbul and Ankara. The DSP polled just 8 per cent nationally while the CHP managed only 4 per cent.

Whatever happens, the long-term survival of the current coalition must be in doubt. At a personal level, Mrs Çiller, the DYP prime minister, has little in common with Mr Murat Karayalcin, the leader of the secularist SHP.

The coalition appears to have outlasted its usefulness. For one thing, the alliance had nothing to do with the current leaders of the respective parties. It was largely the creation of Mr Demirel and Prof Erdal Inonu, the former deputy prime minister who stepped down as head of SHP in November, paving the way for Mr Karayalcin's election.

Divisions over policy - whether it is the Kurds, the economy, or the place of Islam in society - have strained an already uneasy cohabitation. Ironically, the one issue where the SHP stood its ground was over the draft for the new anti-terror draft law. In this case, negotiations broke down over DYP's refusal to include crimes against the secular nature of the state as treason.

Both parties were in agreement over the headline remedy for separatist offences.

The divisions are certain to widen. Mrs Çiller has already issued what amounted to an open invitation to Mr Yilmaz to start merger talks. However the immediate question is how will Mrs Çiller accommodate the Anap leader. More than most of the mainstream party leaders, the clever but humourless Mr Yilmaz has been badly wounded by the election results. But given the

## Istanbul has proved a graveyard for many parties' reputations

state of the economy, he may be reluctant to join forces, fearing to get tarred with the same brush as Mrs Çiller.

Municipal polls, of course, have no direct bearing on party strengths in parliament, although according to one expert, the RP vote would translate into around 150 seats

in parliament at the next general election. The party currently has 40 MPs.

Much will depend on how well the RP does in managing the affairs of Istanbul, a city which has proved a notorious graveyard for the reputations of many parties - most recently the outgoing SHP administration.

The central government's ability to make life difficult is not inconsiderable. New cash constraints can be imposed. The near-bankruptcy of many administrations today can be traced to the fact that many were forced to borrow, some on international markets, with the result that municipalities are today facing severe ongoing debt service problems.

If RP comes unstuck, Turkish voters are unlikely to turn out in their droves at a general election for a party that cannot put water in Istanbul's taps or keep Ankara's municipal rubbish dumps at a safe distance from the city centre.

John Murray Brown



Kurdish women at work in the cotton fields in south-east Turkey

Corbis Press

## FOREIGN POLICY

## The region's reluctant activist

were not just exchanging one form of domination for another. Relations with the Arab world will continue to be tempered by colonial grievances and strategic calculations relating to Turkey's control of much of the region's water. Yet even here, Turkey has made efforts to forge ties, particularly economic ties, and is actively supporting US efforts to solve the Arab-Israeli conflict.

More broadly, the real test has been how to match Turkey's security concerns with those of its western allies. As the ongoing disagreement over Bosnia has shown, these interests do not always coincide.

## As a Moslem country, which sees itself as European, Turkey can hardly stand idly by

In the Balkans, Turkey's policy goals are particularly complex. On one level, there is the security concern that the crisis could suck in other regional countries - Greece, Albania and perhaps Bulgaria, which would bring the conflict much closer to Turkey's borders.

The popular perception is that the west's inaction is part of a bid to rid Europe of its Moslem populations. As a Moslem country, which sees itself as European, Turkey can hardly stand idly by. At a popular level the crisis has served to highlight what is perceived as western double standards towards the Moslem world, and has inevitably fed the resentment that many Turks feel towards their European "friends".

What is needed is a policy framework that is both consistent and comprehen-

sive. In late 1992, Turkey played host to a conference in Istanbul, attended by almost all the regional countries to the Yugoslav conflict. By so doing, Turkey staked its own claim to be considered as a Balkan country. It also implicitly rejected the notion that a solution to the conflict could be found only through the good offices of international bodies such as the United Nations and the European Union.

Today the international community appears to have inched round to Turkey's long-held view that Serbian aggression has to be met with force. However, in Ankara this is little cause for satisfaction. Too much innocent blood has already been shed.

For Turkey, the threat of the "spillover" from the Bosnian war is not simply a theoretical question: it is a matter of vital national interest. The country's anger at the west's failure to stop the slaughter is all the more acute given that Turkey, as a Nato member, is nominally a party to that western inaction.

"The approach of the EU from the start has been how to divide Bosnia-Herzegovina into three. We believe the EU has never tried to maintain an integral Bosnia-Herzegovina. This is not justice for Bosnia," says one senior Turkish official.

With some feeling he describes the London conference hosted by Mr John Major, Britain's prime minister, as "mere window dressing". He is equally forthright about the Geneva peace process. "We are not part of that plan. All it has achieved is to prolong the fighting."

The Turks are bitter for a number of reasons. As a former Ottoman dependency, Turkey feels a moral responsibility

ity to Bosnia. At home, this sense of kinship is heightened by the presence of a 2m strong Bosniak community - Moslem Slavs who settled in Turkey in the early 1890s when the territory was annexed by the forces of the Austro-Hungarian empire.

Moreover, having recognised the independence of Bosnia, the Turks insist that the international community is morally bound to help preserve the integrity of the republic's borders.

Upholding the sanctity of borders is in many ways the guiding principle of Turkish foreign policy, whether in underpinning its arguments in Bosnia or in the Caucasus or in its own refusal to concede the need for a more flexible line on Kurdish demands for autonomy. However, sticking to this principle places Turkey in a potentially awkward dilemma, particularly if the conflict spreads to Kosovo, where Turkey would have to decide on the "rights" of the ethnic Albanians who make up 90 per cent of this formerly autonomous Serbian province.

Taking a longer view of the Bosnian crisis, Ankara is all too aware that the tragedy could be taken up by the more Moslem radical states, jeopardising Turkey's influence within the Islamic movement. Mr Hikmet Cetin, Turkey's foreign minister, has frequently voiced his fear that the tragedy in Bosnia could become the focus in the future for an outbreak of international terrorism against western interests.

On more than one occasion, Turkey has felt uncomfortably out of step with its allies - the west's refusal to lift the arms embargo to allow the Bosnian Moslems to defend themselves being the most clear-cut example.

The long-term danger is that by increasing Turkey's sense of rejection, it will merely play into the hands of anti-western Islamic interests. The west's perceived double standard towards the tragedy in Bosnia, if not the overriding cause, was definitely a contributing factor behind the dramatic gains made the Moslem-backed Refah party in last month's local elections.

John Murray Brown

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سكرا من الاميل



Industry's needs are not being met, writes Anne Counsell

## Education: must try harder

Academics and educationists award Turkey's state education system good marks for effort, but lower grades for an inconsistent approach, lack of qualified teaching staff and patchy provision of facilities.

Mirroring the political swings and roundabouts, there have been 63 ministers of education in 70 years, each making a mark by overhauling, reversing, amending or merely tweaking the system.

Nevertheless, there have been strides in improving the literacy rate from only 10 per cent 50 years ago to 80.7 per cent in 1990. There are, however, marked differences between the literacy rates of men and women, the young and the elderly as well as in urban and rural areas.

The development of educational facilities has been constrained by population growth, migration and urbanisation. Widespread birth control slowed the birth rate from 2.49 per cent in the late 1980s to 2.0 per cent in 1990, which is still high in European terms. Thirty-five per cent of the population is under 15 years of age. The age distribution pattern has led to high unemployment rates among young people with

nearly 65 per cent of the jobless aged between 22 and 29 years old.

Family size is declining in higher income families, but rural families are still large. The south-east has the highest population growth in the country, which is politically significant as most people in these

**There are double shifts at urban schools while the villages have been emptied of pupils**

areas are Kurdish.

School building programmes have sometimes lagged behind the rapid urbanisation, leading to double shifts at some urban schools while those in the villages have been emptied of pupils. In the cities population is growing by 4.5 to 6 per cent a year, amounting in 1990 to 61.3 per cent of the country's total.

Spending on education devoured 19.2 per cent of the

budget in 1990, second only to general public services at 26.2 per cent, and more than defence at 11.7 per cent. The cost of compulsory education between the ages of six and 14 is borne by the state, but parents are expected to contribute towards the cost of books or additional facilities - so that the poorer areas, which are in the most need, fall further behind.

Turkey's educational system of primary, middle, general and vocational high schools and universities, has a declining enrolment rate from one stage to the next. Efforts are being made to provide easy transfer between vocational, technical and general secondary programmes and to tailor education to developments in industry. "We have a big hole in the middle," says Professor Mehmet Saglam, president of Yök, the Higher Education Council. "There are more than enough good engineers, but far too few able technicians."

The ministry of national education concedes that "it has not been possible to reach the planned targets to train the needed manpower". Repeated calls for more technical and vocational schools at the secondary level have been heeded by Mr Nevzat Ayaz, the minister of education, who has been promoting the recognition of "skills" through apprenticeships, industrial placements and adult education.

The chasm between education and the needs of commerce and industry has become acute in many sectors. Last year, the Turkish Maritime Educational Foundation (TDEV) campaigned to raise \$8m to improve officer training. Citing a disparity between growth in the merchant fleet and education, the foundation said the training bottleneck hampered efforts to increase tonnage and Turkey's share in the shipping market.

The TDEV succeeded in securing private and government

funds for classrooms and facilities while the Merchant Marine Academy, run by the Istanbul Technical University, replaced its four-year course with a 2½-year sandwich course, leading to an expected 200 deck and engine-room officers graduating from the college every year, double the present number.

In higher education, there is stiff competition for university places. Out of 1m applicants, only a third secured a place last year, despite annual intake increases and the creation of new universities. From only 19 universities in 1982, there has been a threefold increase to 57, of which four are private, while student capacity has risen from 49,000 to 173,000. As a result, there is a lack of qualified lecturers and academic staff and the student to lecturer ratio has grown rapidly.

In stark contrast to the austere, Dickensian state universities, the recently established private universities are bright



A classroom at the Ataturk high school in Ankara

Tony JON

and dynamic. Bilkent University, modelled on private research universities in the US, is epitomised by its energetic rector, Mr Ali Doğramaci. Its rapidly expanding campus, where all the teaching is in English, is funded through a foundation comprising an array of companies from printing plants to furniture producers, which also act as suppliers to the campus.

Yök was established in 1982

as a co-ordinating and policy making body to develop Turkey's higher education system. Under its umbrella, the Inter-University Committee is responsible for improving standards and supervising research, higher degrees and other academic matters. Members of the council and the committee are predominantly drawn from academia, with one third of the 31 seats appointed by the government.

There remains a deep-seated suspicion over the role of Yök among those who believe it is a hangover from the military coup of 1980 when right and leftwing activism was rampant at the universities. But this is countered by Prof Saglam who stresses the education council's academic credentials and its metamorphosis since its formation.

The universities are conscientiously apolitical: neither faculty members nor students are permitted to be active members of political parties. As Seyfi, a student at the technical university in Istanbul says: "We are here to be technical, not political."

The universities, however, cannot isolate themselves from the current debate over Kemalist doctrines, democracy and the secular nature of the republic. Although out of the headlines, the issue of whether women should wear headscarves on campus remains. Turkey's secular constitution tolerates the expression of religious beliefs but draws the line at open identification with the principles of an Islamic state. The universities are at odds over when a woman's insistence on covering her head becomes a political statement.

When Necip Torumtay resigned at the height of the Gulf War as head of the Turkish armed forces in 1990, he issued a statement alluding obliquely to a "matter of principle". It was never clear what exactly the principle was. The Turkish press, nonetheless, applauded the general's action.

A comparable incident, of a military chief walking out over a disagreement with an elected government, would be hard to find in most western democracies, except perhaps in France in the 1960s during the army's challenge to President de Gaulle over his Algerian policy.

But Turkey is, of course, a little different. And its army has always enjoyed a special place as the self-appointed guardian of the country's democracy and its secular traditions. However, even here in a society which retains a deep affection for its soldiers, there are signs that things are changing.

The process of transformation goes deeper than a simple internal debate about military strategy to cope with the post-cold war realities. It has an impact on doctrine, on the composition of the army and its equipment, and the role of the army in Turkish society.

For the complex strands that

John Murray Brown on the army's role in political life

## Prestige goes on the line

make up modern Turkey, whether the growing Islamic consciousness, or the tension between modernism and tradition, almost certainly have their mirror image in the messrooms of Turkey's armed forces.

Turkey has the second largest army in Nato, after the US. In all, the Turkish armed forces comprise

**A vetting system prevents the armed forces from being infected by Islamic extremism**

560,000 troops and the army can call on a further 1m reservists. The budget, agreed by parliament, was around \$5.4bn in 1994, equivalent to 18.5 per cent of the national budget.

There are a number of other sources, including money from the Defence Industry Support Fund and the Foreign Military Sales from the US. In addition, the Armed Forces Pension Fund (Oyak) has assets in

a car assembler (together with Renault of France), in several cement companies and, most recently, a majority stake in an Istanbul trade finance bank.

The restructuring of the armed forces' inventory has two elements - to upgrade the technology and to streamline sources of supplies. In line with this, the F-16 fighter aircraft assembler plant at Murted outside Ankara is being beefed up. The programme is winning support under the \$4bn Gulf Defence Fund, set up under US sponsorship in the wake of Kuwait's liberation to utilise Saudi and other Arab finance to strengthen Turkey's defence industry.

The need to beef up the fire power of Turkey's armed forces and enhance its mobility has been the subject of countless Nato studies. However the TV pictures of US smart technology deployed against Iraq shocked the military top brass, and highlighted the limitations of Turkey's armed forces and their reliance on out-of-date western

hand-me-downs.

The technological debate about hardware has given new impetus to those calling for the abandonment of conscription in place of a more professional corps. In Turkey military service has traditionally been a form of remedial education for many of those from poorer homes. It has also inculcated a sense of patriotism, and imbued generations of young Turks with the tenets of the social and political reforms instituted by Mustafa Kemal Atatürk, the founder of the republic. As Mehmet Ali Birand in his book, "Shirts of Steel", makes clear, a stint of military service also does wonders for the calorie count of the average Turkish farmboy.

There is, on one level, the tension between the goals of a conscript army and those of a professional corps. There is also the inevitable tension between "Islamism" and Islam. In this context, the army has refused to allow children from the imam schools into military academies and continues to operate a



An army patrol in Diyarbakir, Kurdistan, in south-east Turkey

Richard MORGAN

fairly rigorous system of vetting to prevent the armed forces from being infected by Islamic extremism.

More dramatically, there are telling signs that the army's appeal and its prestige may be waning. A few years ago, the idea that Turks would actively seek to get out of military service was unthinkable. Today draft dodging, US-style, is an increasingly common phenomenon, as people try to avoid being sent to the conflict in the south-east. Newspapers have taken a certain glee in exposing the fact that the current chief of staff's son is shirking military service. The army is not happy about it, of course. When Mehmet Ali Birand used the topic as a sub-

ject for his current affairs programme, 32nd Day, he was hauled before a military tribunal and two of his journalists were charged.

The make-up of the regular Turkish army - the graduates from the military academies rather than the conscripts - is changing, too. The intake are no longer the products of the ruling elite as in Ottoman times. The social composition reflects the changes in society at large. Indeed, western defence experts believe the current class are more often the sons of non-commissioned officers rather than of generals and colonels. For many Turks, particularly from poorer backgrounds, an army career provides upward mobility and an

escape from the backwardness of rural life.

On the other hand, today's officers seem more ideologically hide-bound to Kemalist ideas. Birand's book on the Turkish army points out that the Kemalist curricula actually increased sharply in response to the 1980 coup d'état.

Often, this has manifested itself as condescension towards the elected politicians, who are perceived as unreliable, inconsistent and too eager for popularity.

There is also a feeling that national defence policy is too important to be left to the civilian politicians. Despite returning the country to democracy in 1983, the military is still at the centre of Turkish political life. The constitution gives the army extensive powers. The army chief is subservient only to the president. The defence minister has little sway. General Doğan Güreş, Turkey's chief of staff, must be the nation's most photographed personality, usually captured standing alongside Mrs Tansu Çiller, the prime minister.

At the centre of the problem is the tension between an army which is militarily effective and one which is politically reliable. The history of the three military interventions between 1960 and 1980 gives the debate added poignancy.

## A Quiz on Turkish Banking.

a) Which is the best capitalized, most profitable and most professional multi branch Turkish bank?

In 1993, 8.3% of its shares were sold to US-based investors, through Lazard Frères & Co. and Baring Brothers & Co.

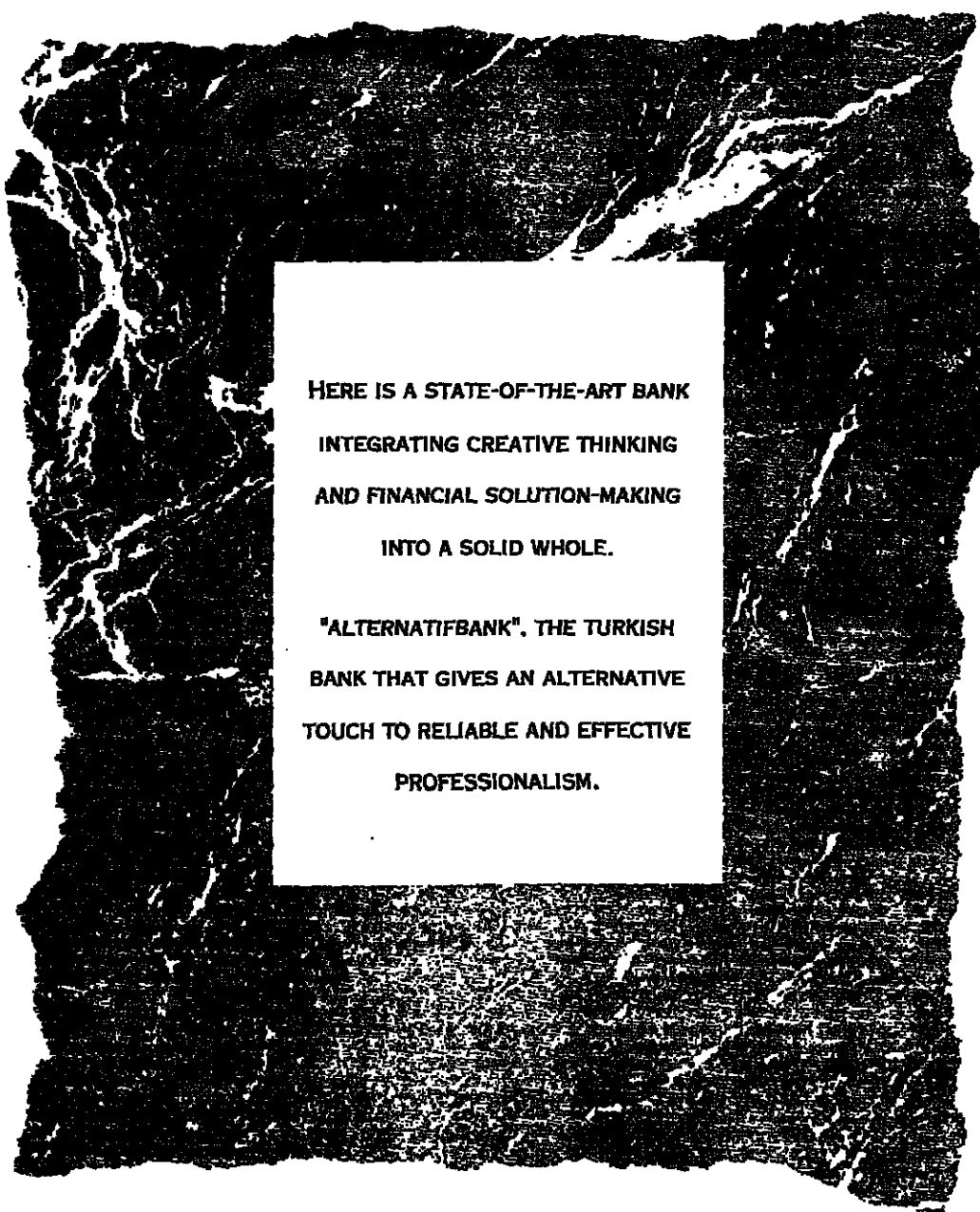
b) Which Turkish bank doubled its net income in the last year?

c) Which bank offers continuous profitability through its investment in the future?

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## TURKEY 4

Anne Counsell on Ankara's predicament in the conflicts of the Middle East

## Caught between a rock and a hard place

Intently gazing westwards towards Europe in the hope of economic and political engagement, Turkey remains constantly mindful of its geographic location, regional importance and fractious neighbours.

It is therefore somewhat piqued that the west appears less than sympathetic to Ankara's predicament as an "interface" with the Middle East, quite apart from other complicating factors arising from its position abutting Central Asia and the Balkans. "We are caught between a rock and a hard place," says a foreign ministry official, mildly rebuking the western notion of Turkey as an area of calm in a troubled sea. Additionally, the place and relative weight of Turkey in US and European foreign policies on the Middle East is a source of both hurt pride and confusion for Ankara, which senses an often arbitrary treatment of Turkey's "special position".

Associate membership of the Western European Union (WEU) is cited as an illustration of perceived failure of co-operation with Europe, for it gives Turkey a seat at the table but with no guarantees.

As well, Turkey is resigned to a prolonged - if not futile - wait for membership of the EU, and has felt slighted as Nordic and east European countries leap-frog the queue.

There is a strong, although understated, displeasure that Turkey is considered merely a buffer between Europe and the Middle East rather than a true friend. This sentiment has gained ground as the country continues to experience the sharp end of the United Nations embargo against Iraq following the Gulf War.

"The Gulf War was not between Iraq and Kuwait and Turkey," said Mr Hikmet Cetin, the Turkish foreign minister late last year. "But now everyone is gone and Turkey is being penalised."

This message was taken up by Turkish prime minister, Mrs Tansu Ciller, during a recent visit to Washington where she emphasised Turkey's economic losses resulting from the continued closure of the 986km pipeline running from the Iraqi oilfields of Kirkuk to Turkey's southern coast. It has not been used since August 1990 when Turkey turned off the tap in compliance with the UN trade

embargo against Iraq. About 7m barrels of crude is trapped in the pipeline, of which 3.2m belong to Turkey.

Mrs Ciller put the total cost to Turkey at around \$20bn, including direct revenue and royalties losses of \$2bn annually. Indirect losses include the halt in supplies of cheap petroleum for domestic consumption, the steep fall in tourist numbers, pipeline construction costs and outstanding trade debts. In addition, mounting unemployment in the south-east has, in turn, created further economic difficulties and exacerbated problems of migration and terrorism.

The pipeline also faces corrosion as well as attack from Kurdish groups. Turkey wants the pipeline emptied of oil and made ready for immediate use once the embargo is lifted. It has suggested a framework for

does not entirely complement the US State Department's declared dual containment policy towards Iraq and Iran and the strong US line precludes Turkey from developing normal ties with either. It is an uneasy position for Turkey, which views PKK containment as more vital than the US concern of ensuring that Tehran and Baghdad do not obtain nuclear weapons.

The Kurdish issue is intrinsic to Turkish foreign policy. There are significant Kurdish populations in Syria, Iran and Iraq, a factor which intermittently swings from being a hindrance to a source of tension and disagreement.

Relations between Turkey and its Arab neighbours have increasingly been governed by the Kurdish issue. Ankara is opposed to an independent

disputes over the Southeastern Anatolian Project (Gap) for irrigation and dam development. Syria has been known to increase support for the PKK if it thinks Turkey is being inflexible over the water issue, whilst Turkish officials maintain that water rights are not to be negotiated as a trade-off against the PKK.

Under a 1987 protocol, Turkey agreed a supply of 500 cubic metres per second until the completion of the Atatürk dam. The reservoir has been filled but without agreement on "allocation".

Ironically, Syria is negotiating the purchase of electricity generated from the dam it vociferously condemned. This deal may precede the long-awaited idea of a Middle-Eastern power grid in concert with Jordan, Egypt, and Iraq. Syria's territorial claims over the Turkish province of Hatay in southern Turkey are largely in abeyance, for now. Large maps of "Greater Syria" which jostle for wall space with portraits of Hafez Al Assad in Syrian government offices, have more of a sentimental than cartographical value.

The relative thaw in Turkey's ties with its Arab neighbours is somewhat of a diplomatic coup but it is muted by Ankara's awareness that the Baathist regimes in both Syria and Iraq have long exhibited antipathy towards Turkey and that Iran is distrustful of Turkey's secular, western approach.

Historically, relations between Turkey and its Arab neighbours have been clouded by the conflict between the ideas represented by Arab nationalism and those of the Ottoman empire. Turks felt betrayed by the Arabs after WWI while Arabs have long considered Turkey a less-than-benign colonial power which strangled its Arab provinces during the Ottoman empire.

Turkey's policy objectives in Central Asia have been limited by its desire not to be seen as a "counter balance" to Iran. Turkey and Iran are of a similar size and population and both have an ethnic mosaic of Azeri Turks, Turkomans, Arabs. Whilst Iran's Shi'a structures have unified minorities who

suffered repression under the Shah, Turkey's secularism and comparative tolerance are an anathema to Tehran.

There is speculation that Iran and Saudi Arabia may be funding mosques and educational foundations which could assist the rise of Turkey's Islamic movement. The Alvi minority, a Turkish version of Shi'ism, remains a simmering issue with Iran and there are intermittent clashes between the orthodox Sunni Muslims and the Alvi, about 15-20 per cent of Turks, mostly in the centre and east of the country.

The official emphasis is on economic ties. Turkey and Iran have also been discussing the extension of a pipeline to carry natural gas from Turkmenistan to Europe and the proposed construction of another pipeline to carry Iranian natu-

ral gas to Europe through Turkey. Also, Turkey has shown interest in buying Iranian crude in return for Turkish goods and services.

Of late, there has been a flurry of activity between Turkish and Israeli officials, accompanied by warm, even

peace accord is reached. Turkey was one of the first countries to recognise the state of Israel, and has maintained ties since 1949, balancing this with support for the committee of Palestinian rights and recognition of the state of Palestine declared by the PLO in 1988.

There has been a flurry of activity between Turkish and Israeli officials, accompanied by gushing tributes and a three-way tourism pact with Egypt

gushing, tributes. Turkey, which has long taken an even-handed approach to both Israel and the Palestine Liberation Organisation, has upgraded its relations with both following progress in the Middle East peace process and has committed \$20m in exports credits and cash for the West Bank if a

Ankara has been involved in five multilateral working groups on the peace process, although it was largely a spectator in the initial proceedings. Turkey's ambition to construct a peace pipeline carrying water to Jordan, the West Bank and Lebanon remains on hold owing to questions of cost

effectiveness - desalination of sea water is presently a cheaper option.

A pilot project is also under way to ship drinking water from the Manavgat river near Antalya on the Mediterranean coast by sea to Israeli, mainly large plastic "bags".

Relations with Israel gained momentum with the visit of Israeli president Ezer Weizman in January. A host of agreements from double taxation to trade were initiated including a three-way tourism pact between Turkey, Israel and Egypt.

Co-operation with Israel on terrorism, however, was not rapturously received. When Mr Cetin visited Jerusalem last year, Israeli officials avoided a commitment to provide intelligence or take joint action against Kurdish rebel bases. During his visit, Mr Weizman said: "Turkey talks to everybody." However, Turkey is anxious not to be viewed just as a "talking shop" in a neutral venue. It wants to ease the strains of "living in a tough neighbourhood".

## ■ TEXTILE INDUSTRY

## 'Stifling' barriers may fall to winds of competition

Turkey's textile industry is ready and waiting, if not champing at the bit, for customs union with the European Union. Extensive preparations for the 1995 deadline have been made and a timetable for the reduction of import duties is nearing its target of zero.

The industry has long awaited the removal of the "stifling" tariff and non-tariff barriers to trade, in particular the quota restrictions which Ankara has considered both arbitrary and a violation of the 1964 Turkey-EC association agreement and the 1973 additional protocol.

Buyers and shippers of textiles and apparel have also caught the industry's infectious enthusiasm for customs union. "No more quotas, no more form filling, no more phoning up to be told I can't have a re-order because quota

limits have been reached," said a ready-to-wear buyer for high street stores in Britain. However, as the appointed "zero" hour has neared, the road to free trade has developed ruts, potholes and other obstacles to jolt its travellers. Turkey's application for EU membership continues to gather dust on the shelves in Brussels as Nordic and east European applicants nudge Turkey further down the queue. For many Turkish industries, the prospect of customs union without the benefits of full EU membership and economic integration has increasingly been perceived as half-way to nowhere.

The country's textile industry is also wary that the EU may retain some quotas on

Foreign producers have been eyeing Turkey's youthful and increasingly fashion-conscious market

This has been offset by the rapid rise in apparel exports which have climbed from \$2.4bn in 1989 to \$4bn in 1992. "In recent months, the issue of EU quotas has been less of a headache than the domestic economy," says Mr Mustafa Boyacioglu of the Istanbul Apparel Exporters Association (IKTIB) which represents its 10,000 members producing over 80 per cent of exports in the sector.

Currency instability, the lack of a coherent economic programme and rising costs have deterred investment for several months. Last August's export incentives to increase export financing, improve export credit terms, rebates on utility costs and extra cargo flights to avoid the disruption of the overland route via former Yugoslavia have been almost negated by the deteriorating economic situation.

Inflation, which last month reached an annualised rate of 73 per cent, is expected to cloud the textile sector's wage negotiating round, which begins in September. The threat of strikes loomed large during the last semi-annual round when average monthly wages were \$248. The textiles groups are better organised than the apparel sector which is mainly comprised of small to medium-sized businesses with a high turnover of employees. The forthcoming round is expected to be bruising and some employers suggest that heavy wage demands would be the nail in the coffin for competitiveness, possibly leading to many closures.

Cotton prices also remain a stumbling block. Although there are efforts to build a market, futures and hedging have not been developed and domestic cotton harvests have dropped by 75 per cent, from 1.1m bales in 1988 to 275,000 bales for 1993-94. The area planted to cotton has fallen from 300,000 hectares in 1982 to 75,000 hectares in 1993.

Reduced government support for prices has caused a shift in cotton production from the largest cotton-producing area of Adana towards the east where wage costs are lower. The cotton yarn industry is also migrating eastwards, with some ventures spilling into the central Asian republics for cotton milling and processing which rely heavily on cheap labour to survive.

The domestic retail market for Turkish cloth and fabrics has declined with the shift towards value-added products such as ready-made garments.

Foreign clothing producers have been eyeing Turkey's youthful and increasingly fashion-conscious market but have been kept at bay by



The Baskurt textile factory at Konyak, near Istanbul

Tony Kirk

import duties of around 40 per cent. EU garment sales to Turkey in 1992 amounted to only \$36m but would rise rapidly after customs union when import duties would be zero. Several EU clothing groups, notably Italian producers, have sought to gain a foothold through licensing agreements to market their products in Turkey and in the Turkish speaking areas of the CIS. Pascali of Italy last year signed a five-year agreement worth over £15m.

The Turkish apparel sector is confident that it will be able to withstand the impact of full

competition by doubling its exports within five years of the EU lifting quota restrictions. It is, however, acutely aware that its present advantages such as a mature and broad product range, a skilled workforce and quick response and re-order times need to be backed up by further investment and modernisation. Without the latter, Turkey's leading industry will be unable to face either the challenges or the opportunities of the full customs union it has been waiting for.

Anne Counsell

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## Year after Year

## BALANCE SHEET (US\$ 1,000) 31/12/1993

ASSETS	
Cash and due from banks	1,311,136
Reserve requirements	323,998
Loans	1,788,510
Overdue loans	178
Participations	99,401
Premises and equipment	142,441
Other assets	216,984
<b>Total Assets</b>	<b>3,882,648</b>
LIABILITIES	
Deposits	2,225,090
Borrowed funds	637,109
Other liabilities	480,768
<b>Total Liabilities</b>	<b>3,342,967</b>
STOCKHOLDERS' EQUITY	
Capital*	172,914
Reserves	176,595
Profit (after taxes)	190,172
<b>Total Stockholders' Equity</b>	<b>539,681</b>
Return on Average Equity	54.46 %
Return on Average Assets	6.31 %

\*Capital has been increased to US \$ 276,663 as of March 1994

1993 results bear out what the international financial community has known for years.

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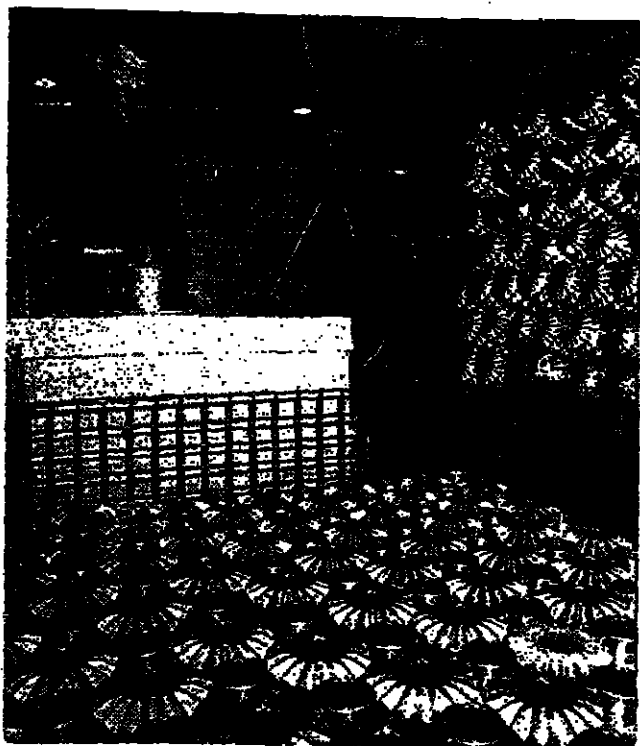
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Vehicle component production at the Hems Dış plant, Poland

## Car manufacturers' fears

# One-way street for imports

Turkey's vehicle manufacturers are reluctant to be guinea pigs. The unique and uncharted prospect of customs union with the European Union without full EU membership has little appeal to an industry which has enjoyed high tariff barriers, a growing market and government incentives.

"We are not opposed to competition, nor are we against customs union," says Professor Erkan Tuncer, secretary-general of the carmakers' association (OSD). "We do not want to delay customs union. All we are asking for is a reasonable period to adjust within a proper programme and schedule."

The industry is worried that sudden deregulation will be a one-way street, resulting in a flood of imports, especially from Eastern Europe, Japan and Korea. Lada and Skoda already account for over 60 per cent of the import market and this would climb rapidly if Turkey were to adopt the EU's common commercial tariff for third countries.

The OSD, which represents Turkey's 15 passenger, commercial, light goods and tractor manufacturers, has been lobbying the government and Brussels for a reprieve. It recently commissioned a report by McKinsey, the US management consultancy, which concluded that the industry needs another five years to consolidate its investment programmes and prepare for customs union.

The motor industry has been Turkey's fastest growing manufacturing industry with an average annual growth rate of

have been improving their production, expanding capacity and modernising their manufacturing and assembly lines. Both argue that they need more time to establish their projects and to consolidate these investments.

Tofas plans to introduce the Uno series to its range in the last quarter of this year. The company has spent over \$140m of its \$500m allocation for plant modernisation by reinvesting retained earnings and credits in the industry.

Renault is also expanding its range in Turkey - adding the Renault 19 to its existing 511,12 and 21 series. The launch is scheduled for September and falls within a \$300m investment plan for increasing capacity and modernising its plants.

The spur to investment and modernisation has also been prompted by the arrival of other producers, attracted by the growing market and keen to establish a foothold in Turkey before the advent of customs union.

The local Ford licensee, Otosan, began producing the Escort model late last year following a \$35m investment programme at its Istanbul plant. A joint venture between Turkey's Sabanci Holding and Toyota of Japan is building a production plant near Istanbul while Honda and Hyundai have recently obtained government approval for two new car plants under 50 per cent joint ventures with local concerns.

Hard on the heels of these new investments came a damaging blow. The auto industry's anxieties over the possible effects of customs union

Turkey's car industry			
	Dec 1993	Jan 1994	February 1994
Production	38,116	34,197	15,739
Sales	40,237	27,015	12,088
Stocks	3,498	10,618	15,086

To February 15 only

Source: Turkish Daily News

12.5 per cent between 1987 and 1992. In terms of production, it ranks third after food processing and textiles and provides employment for more than 0.5m people.

The two largest companies, Tofas - a joint venture with Fiat - and Oyak-Renault together enjoyed a market share of 73.9 per cent in 1993. Total car sales in 1993 were 441,539, a 40 per cent increase over 1992 with demand fuelled by Turkey's high growth rates, the availability of credit and rapid urbanisation. In addition, the number of cars per 1,000 people stands at 35, one tenth of the average in western Europe, highlighting the potential for sales growth.

So why the fuss about customs union? The runaway rise in production and sales flies in the face of the general European trend, which has been quite in the opposite direction.

"There has been a long-term programme of investment in the Turkish car industry," says Mr Jan Nahum, general manager of Tofas. "Twenty-two years ago there was no auto market, even 10 years ago a viable auto sector was unimaginable."

Tofas, which in 1993 cornered 44.1 per cent of the domestic market, produces three main series - the Bird, based on the Fiat 131, the Tipo and the Tempra series with different models in each category. Tofas and its main competitor, Oyak Renault, are the only producers achieving close to optimum capacity.

In order to benefit from economies of scale and to remain competitive, the two producers

were heightened at the start of this year when the sector experienced the shock of a sudden, steep drop in sales. The 12 per cent devaluation of the lira and a sharp rise in interest rates stopped car sales in their tracks.

Consumer spending virtually dried up and car sales fell during January and February, leaving manufacturers with mounting stocks, an almost unknown phenomenon in Turkey.

The economic uncertainty had an immediate and brutal impact - Tofas workers were put on paid leave and Renault cut production by bringing forward paid leave and working a shorter week.

The country's economic difficulties were compounded by the political uncertainty with no prospect of an upturn in sales until well after the municipal elections at the end of March. The unexpectedly good showing of prime minister Mrs Tansu Ciller at the polls and the prospect of a stabilisation programme provide only the faintest glimmer of hope for the car industry.

"Disastrous" is the most frequently used adjective to describe the first quarter of 1994 for the industry. The possible effect on investment together with the prospect of lay-offs have armed the sector with more ammunition to argue for an adjustment period to customs union. Meanwhile, other industries are joining the chorus, cautioning that customs union may not be as beneficial as it first appeared.

Anne Counsell

## Anne Counsell on the stock market fall-out

# A meteor falls to earth

According to an Istanbul analyst, the PMT set off the market's decline and it was all downhill from then on. He is not talking about hormones. "Post Moody's Tension" on the Istanbul stock market resulted in an evaporation of confidence and the disappearance of funds.

The acronym and the trading room banter belie the financial fall-out of recent months. The perilous state of Turkey's public finances was highlighted by Moody's rating agency in mid-January when it downgraded Turkey's long-term debt rating from BAA to BAA1, considered a "junk" rating. This was briskly followed by Standard & Poor's which reduced its long-term foreign currency rating from BBB to BBB minus.

The Istanbul Stock Exchange 90-share composite index ducked and dove with the ensuing upheavals and the foreign exchange market as Turks rushed to buy dollars and interbank overnight interest rates rose to 150 per cent.

By early February the index had sunk 30 per cent from its high of 28,300 in early January. There was no respite - inflation figures turned sharply upwards and the second cen-

tral bank governor in six months resigned. The stock market dropped a further 22 per cent to hover uneasily around the 13,000 level.

Trading volumes all but collapsed as traders retreated to lick their wounds and await the outcome of municipal elections. Turnover plummeted to TL1 trillion (\$56m) from an average of TL4 trillion in early January when the market was at its high.

On the almost empty trading floor, boards are locked within half an hour as prices hit lower limits for the day - a far cry from the halcyon days of last year when traders streamed into the rundown stock market building near the docks. Last year, Istanbul was a darling of the emerging markets, rising by a meteoric 194 per cent in dollar terms and outperformed only by Poland in the emerging markets league.

In November, the high levels of for-

sign interest and recognition of the market's own regulatory system resulted in the Istanbul market joining the two dozen exchanges in the world granted the status of "designated offshore securities market" by the US Securities and Exchange Com-

mission. Last year, everyone was buying on expectation, now they are selling on reality," says Mr Ozkan Gökdemir, general manager of Carmen Investment.

The shares of many companies have fallen below their book values. Erdemir, an iron and steel producer which last year invested \$1.5bn in new plant

and equipment, could be bought outright for \$550m when its shares fell to their low of 15 cents.

Mr Kosta Zamani, of the International Finance Corporation, the World Bank's private sector lending arm, is cautiously optimistic that the market will improve over the long term. However, he expects a prolonged recovery for the market due to the perilous economic conditions. "The economy hasn't been mismanaged," he says. "It hasn't been managed at all."

The next few months, he believes, will be critical. Much will depend on whether the recent austerity package is sufficient, credible or can be implemented, especially the political difficult closure of several loss-making state enterprises.

Mrs Ciller's track record on the economy has been less than glowing and the stop-start privatisation programme has left the market sceptical.

In happier days, the stock exchange hoped that privatisation would boost the hungry market with new issues. Today brokers are doubtful that the programme will succeed, noting that more has been spent on studies than has been realised by sell-offs.

In March, a report by the Istanbul-based Turkish Young Businessmen's Association said the success of privatisation would depend on political resolve, noting that "officials approach privatisation as an independent issue rather than as part of an economic improvement plan". By way of encouragement, the report pointed out that "privatisation programmes had been implemented successfully even in countries with worse economic indicators than Turkey."

The consensus, however, is for a semblance of stability after the volatility of recent months. A few of the optimists hope that the economy will be on an even keel by the time the stock market moves to its expansive, new premises in the Istinye business district of Istanbul. Those with more bearish tendencies note that the move has already been delayed by six months, as has the change-over to a fully automated trading system.

## An adviser to the prime minister talks to John Murray Brown

# Elegant Unsal shuns blame

was his professor at the Bogazici University.

It is his public finance strategy that is widely blamed for fuelling overnight rates, which led to high borrowing costs, causing a dramatic contraction of business activity, and leaving the banking sector gasping for breath.

His bid to restructure the government's domestic debt is seen as the main cause for the collapse of the Treasury bill market.

In the wake of January's 12 per cent devaluation and the subsequent currency turmoil, interest rates on government bills have shot up to 125 per cent, and even at that rate there is little demand. The Treasury is selling less than TL1,000m at its Wednesday auction compared with an average figure of around TL20,000m last year.

Mr Unsal's strategy had a certain elegance. By lengthening maturities, the government



Osman Unsal: short-term problems

set out to ease its debt service burden. The side-effect, however, was that the repeated cancellation of the weekly auction has left the market with an overhang of Turkish lira - one of the main factors fuelling dollar demand, and leading to the run on the currency.

"I didn't say that interest

rates should come down. I just said for one-year paper I'll pay more. We were lucky to do that. If we had gone into this crisis with heavy three-month funding for the Treasury, we would have been in deep trouble. But in nominal terms, it's the same as last year or even less than last year.

"I don't think we have a problem," Mr Unsal avers, pointing to a 30 per cent increase in foreign investment approvals in 1993. "On the contrary, with the customs union (with the European Union) Turkey will be a production centre, a stepping stone, the penetration point for the markets."

His personal conviction has so far failed to persuade the markets. The lira has lost close to 35 per cent in the wake of the 12 per cent devaluation in January.

Mr Unsal is keen to stress that whatever has happened was a collective decision. "It wasn't fair to blame me. We had hourly meetings or daily meetings, with the central bank, the state planning organisation and with finance."

He prefers to put a more positive gloss on what has happened. "Because of our inability to borrow in the last two months, our projected stock of

Treasury paper will be something like 22 per cent of our GNP, when it was quoted in the budget at 26 per cent."

Turkey's problems, he asserts, are short-term. "To lose the confidence of the market can happen in just one day. To rebuild you may need more than one day. But the public should realise, it's normal to have such disturbances."

Mr Unsal appears equally confident that the banking sector can ride out the crisis. "If you make money with your short position, you may lose with your short position, and that's a fact of life," he says.

But he is sensitive to the suggestion that his policies contributed to the currency crisis. "Everyone needs a reason for a problem," he says, searching for an explanation. "Tax was certainly one aspect. If you start taxing some of the instruments and not others, you create a disturbance to the advantage of one and disadvantage of the other."

"Treasury paper was used as a tax shelter. In late November, when the tax rumours started, that's when the banks started to cover their positions."

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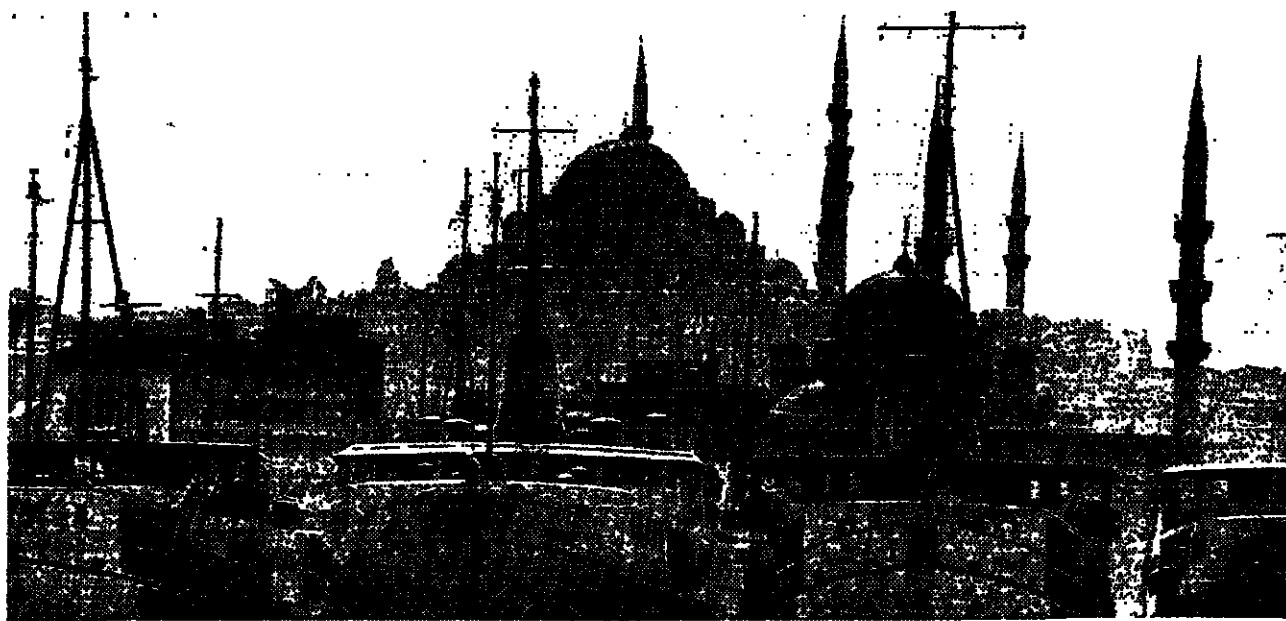
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## TURKEY 6



Bosporus Bridge on the Golden Horn at Istanbul, with the mosque of Sultan Mehmet the Magnificent in the background



Turkey 1994

Turkish Aerospace Industries' plant in Ankara, a joint venture with General Dynamics of the US, produces F16 fighter aircraft for the air force. Turkey 1994

John Murray Brown assesses a move that will have a great impact on the country's economy

## On the last lap to a customs union

After 20 years of fitful progress, Turkey and the European Union seem finally to have embarked on the last lap to a customs union. The visit to Ankara in early February of Sir Leon Brittan, the EU external affairs commissioner, has given a new momentum to the project. If all goes to plan, the trade barriers are scheduled to be lifted in 1996, marking the most important change in Turkey's business environment, and a further milestone in its bid for full EU membership.

Considerable adjustment is required not just to Turkey's budget but also to the trade balance with the EU and to those sectors of industry most vulnerable to import competition.

Implementing a customs union is difficult at the best of times, but Turkey is trying to do so with its own domestic economy in turmoil.

Recent turbulence in Turkish currency markets has forced the government to devalue the lira by 12 per cent. Commission officials believe the crisis has made it all the more urgent that Turkey address the structural problems of its economy before lowering its guard to its EU competition. On many counts - inflation, interest rates and the public sector deficit - Turkey diverges from the European norms.

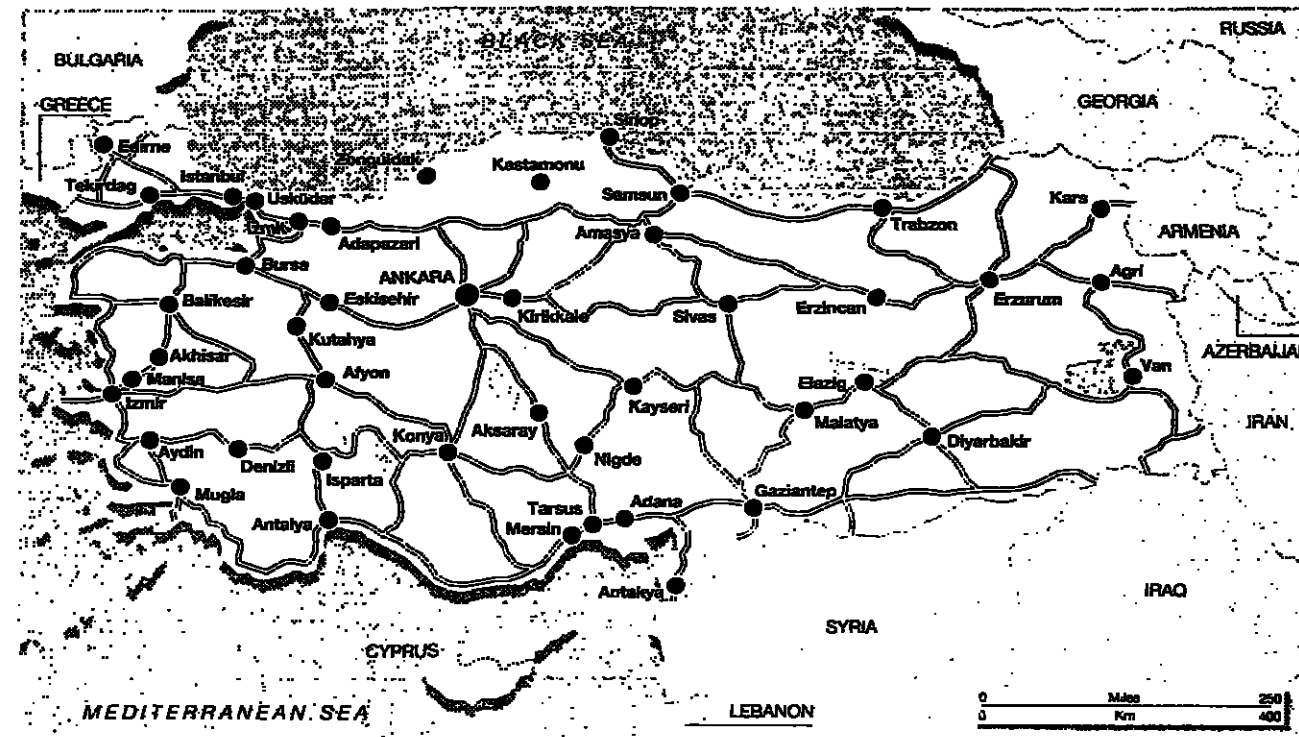
Some Turks wonder whether the attempt to integrate the country's economy with the EU is too ambitious. Nevertheless, Sir Leon asserts that customs union will have a stimu-

lative effect. However, he warns that without underpinning the recent devaluation with an austerity programme, Turkey is in danger of dissipating the gains that might accrue from customs union.

Turkey might make a better case for financial adjustment funds to help ease the process of economic integration. The Turks point out that they will be the only country to enter a customs union without first being a full member. As long as Greece continues to use its veto to block the flow of Ecus, Turkey could soon be "the only country between the Straits of Gibraltar and the Sea of Japan not to get EC aid," as one official once put it.

Currently the only assistance available is under the EU's renovated Mediterranean policy, a regional assistance programme framed in the late 1980s less with Turkey in mind than to counter the growing threat of large-scale migration from the Maghreb countries of North Africa.

Yet, despite the inevitable pain of transition to a more deregulated economy, Turkey's commitment to trade liberalisation has always been motivated more by political than economic imperatives. Unlike some of the Nordic countries, Turkey's political parties, with



the exception of the Moslem-backed Refah or Welfare party, all support the objective of closer ties with Europe.

Though Turkey's application for full EU membership was politely shelved in 1989, west-

ern officials believe there is little realistic prospect of accession in the foreseeable future. But Ankara is all too aware that any slip-up in its customs union timetable in 1996 would damage even those distant

ambitions, at a time when Turkey is already losing ground to a queue of eastern and central European countries.

In some sectors, convergence is already happening. In financial services, for example, Turkey has already adopted many of the EU banking directives. As the number of foreign companies setting up joint ventures with local partners picks up, national brand names are giving way to international products.

Both Turkey and the EU have compelling reasons for seeing the negotiations through to a successful conclusion. For the EU, customs union will mark a further deepening of trade relations. Turkey is a dynamic regional trade hub. With a population of 60m, the country is already the EU's ninth largest export market.

What is more, over the past decade the Turkish economy has enjoyed average growth of more than 6 per cent, higher than any member of the Organisation for Economic Co-operation and Development.

Last year, two-way trade exceeded \$20bn. In Brussels, Turkey is viewed as a vital partner in the newly emerging economies of the Black Sea and central Asia.

If there is to be a permanent solution to the Arab-Israeli dispute, then here too Turkey will play a big role, controlling as it does much of the region's vital water resources.

The move to a customs union will not be easy. The World Bank, in an article in its Economic Review last year, suggested a customs union would "have little beneficial effect on welfare".

Several problems remain to be ironed out. Further reductions are needed to arrive at a zero tariff for EU goods and the adoption of the common external tariff (CET) applied to all incoming goods - the fact which distinguishes a customs union from a free trade agreement. From a sample of 501 industrial items, the commission estimates that the effective protection levied against EU goods is still about 15 per cent. The Union, since 1973, has provided duty-free access

tries such as vehicle components.

However, the exercise presents a big challenge for the Turkish economy. Treasury officials estimate that the move to lower tariffs could reduce tax revenues by as much as \$3bn a year. As the barriers come down, imports are set to rise by a further \$1.5bn to \$2bn, adding to the trade account deficit, which in 1993 was already at a record \$14bn. In the current financial environment, it has been hard for Turkish companies to make the sort of long-term investments in upgrading technology needed to weather the increased foreign competition.

For foreign investors too, the customs union is forcing a rethink of strategies. Until now, most foreign companies have been attracted to Turkey because of the size of its market, its large population and, most important, because of the protection offered to an investor. With customs union, the market share of local producers is likely to come under pressure from imports. Moreover, until the government tackles the problem of inflation, which is as high as 70 per cent, and real interest costs of 30 per cent, the occasions where it pays to site plant in Turkey rather than to import will remain rare.

Just to complete the administrative workload, Turkey faces an awesome agenda. The urgency is underlined by the fact that all of this has to be completed by November, when a ministerial meeting of the Turkish-EU association council is due to set a final date for completion.

Several problems remain to be ironed out. Further reductions are needed to arrive at a zero tariff for EU goods and the adoption of the common external tariff (CET) applied to all incoming goods - the fact which distinguishes a customs union from a free trade agreement. From a sample of 501 industrial items, the commission estimates that the effective protection levied against EU goods is still about 15 per cent. The Union, since 1973, has provided duty-free access

for all Turkish industrial goods, except textiles which remain restricted by quota.

There are issues in the political arena, too. Real doubts remain that the Turkish parliament, given its poor record of passing legislation, can meet the legislative timetable to bring trade and industrial policy into line with that of the EU on issues that range from intellectual property rights to competition and state aid policy. The commission insists that until the necessary legislation has been approved and actually implemented, the customs union will not be fully working. Both sides are giving renewed impetus to the process through the EU-Turkish parliamentary group - normally the forum for European attacks on Turkey's human rights record.

But the main obstacle is likely to come from Turkey's large protected industries including cars and consumer electronics. Having prospered behind high tariff barriers for so long, these are understandably reluctant to lose their privileges and confront the cold blast of import competition. In the car industry - Turkey assembles locally-made Fiat and Renault - protection levels are still around 30 per cent. A report commissioned by the car manufacturers' association suggested that Turkey would need another five years of protection to recover the cost of investments in new models now being undertaken, in expectation of the increased competition.

Paradoxically, the threat to the car industry is not so much from EU imports as from eastern and central Europe, with the Czech Skoda and the Russian Lada already making inroads, and likely to penetrate further once the 10 per cent CET for cars from third countries is adopted.

The commission's position is that if the car industry wins a delay in the timetable past 1996, the European textile manufacturers will almost certainly argue for the retention of quotas. "What's sauce for the goose is sauce for the gander," as Sir Leon Brittan put it.

The narrow victory won by Mrs Tansu Çiller, the prime minister, in last month's local elections has given the government a breathing space. But the commission is certainly under no illusions as to the difficulties in bringing Turkey into a customs union.

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Financial Profile (Billions of TL.)	Dec. 31, 1992	Dec. 31, 1993
Total assets	1,488	5,766
Total loans	763	3,384
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Shareholders' equity	182	475
Net interest income	123	703
Income before taxes	77	296
Net income	62	212

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## Profile: TANSU ÇİLLER

## Thatcher-style public relations

The prime minister is running behind schedule. The man with the face like a cooked ham is a British public relations adviser who used to work for Mrs Margaret Thatcher, her British former counterpart. Another adviser is on the phone to Elle magazine in Germany about the possibility of doing a cover story during Mrs Tansu Çiller's trip to Bonn.

Unfortunately, Mrs Çiller's policy achievements have often failed to match the aplomb of her public relations.

She is certainly not the "agent of change" that one western ambassador suggested. But for all her lack of experience, she has a strong instinct for survival. Her party's narrow victory in local polls on March 27 is largely put down to her popularity. The man on the street says that she should be given the benefit of the doubt. It is hard to find a shopkeeper who blames her for the economic mess - though that is not the view in the boardrooms and banking halls of Istanbul.

Mrs Çiller is a walking contradiction. A successful, independently wealthy woman in a male-dominated, Moslem society, she seems equally at home donning the headscarf in deference to Islam or a football scarf in support of the soccer team Galatasaray's short-lived but heroic run in the European Cup.

Her rise to power owes much to the patronage of Mr Süleyman Demirel, the former prime minister, whose election to the presidency paved the way for



Tansu Çiller: her hold on power is something of a mystery

Mrs Çiller's leadership victory. Mr Demirel was reportedly impressed by her robust criticisms of the late Turgut Özal, then Motherland party prime minister, when she worked for Tusiad, the businessmen's association. During the election campaign of 1990, Mrs Çiller was frequently photographed on Mr Demirel's right hand. It worked for the six-times prime minister. His True Path party won the election, though without an outright majority. What perhaps he did not count on was having to give Mrs Çiller a senior cabinet position.

After more than 10 months in office, Mrs Çiller's hold on power is still something of a mystery. Her impetuous management style has shaken the crusty bureaucrats in Ankara. The casualty list is impressive - two central bank governors have resigned since she became prime minister. She former head of the state planning organisation has become one of her most virulent public critics.

Her victory in the True Path party congress in June 1993 over Mrs İsmet Seğin, nominally the choice of Mr Demirel, is largely unexplained.

She seemed genuinely puzzled when asked during the campaign how many party MPs could be relied on to vote for her. One senior DYP figure says none of the cabinet supported her candidacy.

Mrs Çiller, a 48-year-old former Istanbul economics professor, is in many ways a political "maverick". The Turkish press has been kind. Despite rumours about her husband's irregular business dealings - particularly about the collapse in the 1980s of the Istanbul Bank of which he was a director - there seems to be no White-water waiting to engulf the prime minister.

Cynics point out that Mrs Çiller helped the newspapers financially with generous tax breaks and investment incentives just before the leadership challenge.

Her economic policies will continue to be under close scrutiny, but her political ideas remain obscure. Her strong line on the Kurds clearly served her well in the local elections. Indeed, one of the most lasting impressions of her administration has been the way she has accommodated the military - in the fight against the Kurds and in the more parochial matter of pay rises for the armed forces and the extension of the service of General Dogan Gures, the chief of general staff.

Gen Gures was among the first of the public figures to applaud Mrs Çiller's recently unveiled austerity package.

John Murray Brown

سكنا من الامم



# FINANCIAL TIMES SURVEY

## AUSTRIA

Friday April 15 1994

The economy: nimble exporters saved the day: PAGE 11

Foreign relations: focus is on European Union entry terms: PAGE 11

The recession came and went so fast that many Austrians now wonder whether it happened at all. Even the most bullish of officials find it hard to explain why their country escaped so lightly from the European downturn. Patrick Blum reports

### New challenge in Europe

Austrians tend to be cautious, but there is no hiding the general feeling of relief and optimism, not to mention surprise, at having left behind so quickly the country's worst recession for more than a decade.

The recession came and went so fast that many Austrians now wonder whether it happened at all, although rising unemployment is a reminder of the country's vulnerability to external economic developments. But even the most bullish of officials find it hard to explain why their country escaped so lightly from the European downturn.

One explanation is that Austria continued to benefit much more than initially thought from the opening up of the former communist states in central and eastern Europe. While growing exports to eastern Europe could not fully compensate for declining trade in traditional western markets, they reduced the impact of the downturn. Domestic demand also held up relatively well, with public and private consumption boosted by tax reform and an acceleration in planned government expenditure on infrastructure and housing. There were other factors. Wage rises were moderated by fear of unemployment, although at 4.2 per cent of the work force, the proportion of people without jobs is well

below that in other European countries.

Many sectors of the economy are still sheltered from international competition, and the predominance of small and medium sized companies - which proved to be much more flexible than the large, mainly state-owned groups - also helped. Many companies were able to switch markets and adapt production relatively easily.

Whatever the reasons, Austria's recession - with gross domestic product declining by about 0.25 per cent in 1993 - will have been one of the shortest and mildest in Europe. A modest recovery is forecast for this year, although as growth picks up again in Europe, especially in the important German market which takes about 40 per cent of Austrian exports, Austria should be well placed to reap the benefits. Growth may turn out stronger than the 1.5 per cent forecast.

Austria will also be well placed to benefit from European Union membership - expected on January 1, 1995 - which will give it full and free access to the Union's expanded internal market and strengthen the country's attraction as a base for foreign investment. Good infrastructure and telecommunications, a skilled and disciplined labour force - strikes are practically

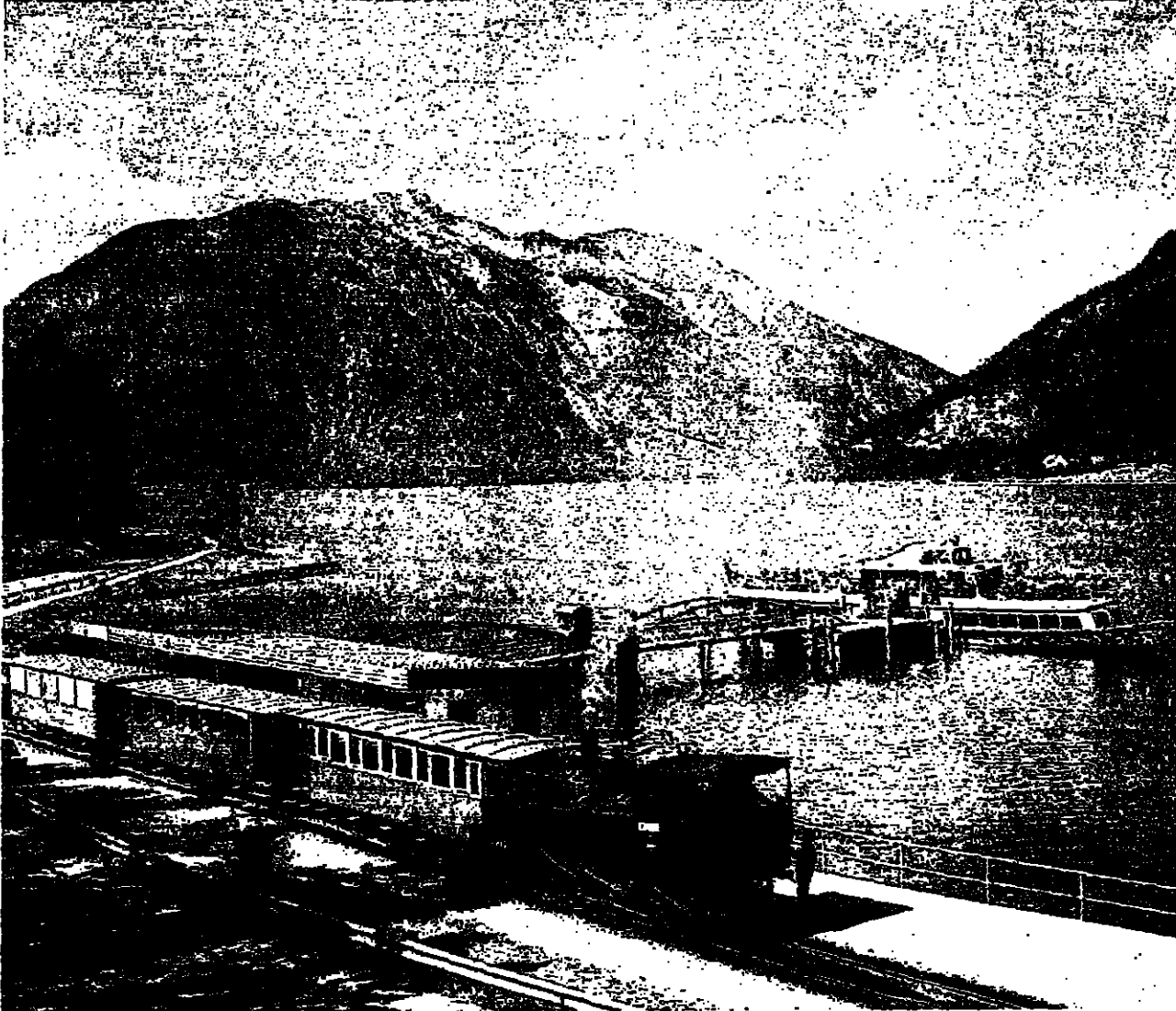
unknown - a pleasant environment, and a government eager to encourage foreign investment, have already enticed many companies to establish themselves in the country.

Since the fall of communism in central and eastern Europe, Vienna's role as a regional base for western multinationals has been strengthened. But membership will also bring costs. Austria's inefficient agriculture and food processing industries are in for a shock as protective barriers come down and prices are aligned with those in the rest of the EU.

For the country's farmers, the blow will be cushioned by state and EU subsidies during the next few years, but the speed at which German milk producers gained local market share as the European Economic Area came into force on January 1 this year is an indication of the competitive pressures Austrian producers will face from now on.

The same is true for other industries where one of the biggest challenges comes from low-cost competition from central and eastern Europe. Manufacturers of sensitive products from cement to fertilisers face a tough future as eastern producers undercut prices even for the most economic and modern of Austrian plants.

Traditional industries will find it increasingly difficult to compete against producers benefiting from labour costs of almost one tenth those in Austria. This has encouraged a growing number of Austrian companies to internationalise their operations by moving labour-intensive production to neighbouring countries.



Revenues from tourism account for about 8 per cent of Austria's gross domestic product. See report, Page IV

be needed if Austria is to remain competitive as a business location.

Mr Franz Vranitzky, the social democrat chancellor, says that raising skills and quality will be central concerns of the next government after general elections in October. "In Europe, it is increasingly difficult to maintain employment. Every structural change has ended with a decline in industrial jobs. We would not be well advised to copy eastern Europe [with cheap labour]. We need a high level of development, of education and skills," he says.

Openness and competitiveness will be the most important factors in securing future prosperity, he adds.

Good intentions, however, are not always easy to live up to. Last year, the government overshot its spending targets by about 60 per cent with the budget deficit rising to just under 4 per cent of GDP. The worsening deficit was due to lower tax revenues, a virtual halt in the privatisation programme, and rising social outlays for unemployment

later this year, improvements on this side are likely to be modest.

The EU referendum is scheduled for June, and the future of the coalition between the Social Democratic Party (SPO) and the conservative People's Party (ÖVP) will be tested in general elections in October.

Barring surprises, the referendum should come out in favour of membership, with Austria joining on January 1. Opposition to joining has so far remained fragmented and weak, and opinion polls suggest that a clear majority of

voters favour membership. The Greens and Mr Jörg Haider's Freedom Party (FPÖ) on the extreme right are opposed to membership, though they are divided on the issue.

The greatest threat to a positive outcome may be complacency, with people, especially socialist voters, not bothering to vote - "for the right or wrong reasons, the EU has not been a very attractive product to sell," says Chancellor Vranitzky. It is widely perceived to have failed in its peace-making efforts in Bosnia; it is identified with the international recession, and it has much higher unemployment than Austria. The recent quarrel over minority votes was unedifying.

"So it takes an extra effort to convince our people that as a model it's an improvement," he says.

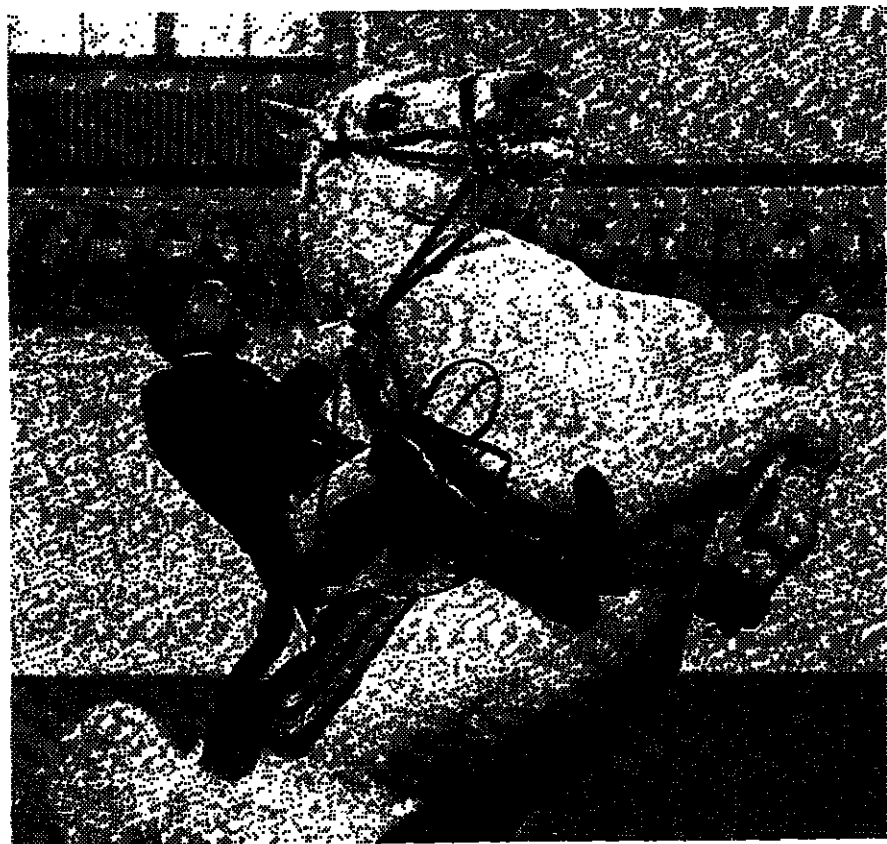
Uncertainty over the referendum's outcome worries business - "if we don't join, foreign investment will dry up. If there is no foreign investment, there'll be no technological transfer. And if there is no technological transfer, we will not be able to modernise our economy and compete," says a local banker.

Officials, however, believe they have secured sufficiently attractive membership terms and enough concessions from Brussels on agriculture and transit lorry traffic to win majority support for membership.

The general election will present the ruling parties with a different challenge. Their popularity has steadily declined since the 1980s as an increasing number of voters has grown tired of the old system under which the social democrats and conservatives have shared out power and patronage among themselves.

Dissatisfaction has boosted the Freedom Party and the Greens, but the FPÖ's xenophobic anti-immigration campaigns have effectively ruled it out as a coalition partner, while the Greens and the Liberals remain too small to exert much influence. The most likely outcome of the elections remains another grand coalition.

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## AUSTRIA III

The agreement to join will open a new era, writes Ian Rodger

# Focus on EU entry terms

Most of Austria's diplomatic energies in the past year have been directed at negotiating the terms of entry into the European Union. There was no doubting the immense satisfaction in government and business circles at the settlement reached early last month.

However, the country has also remained active on other fronts, particularly concerning what it calls its neighbourhood, the countries of central and eastern Europe. It has also participated in the multilateral Middle East peace negotiations. And it has once again suffered an embarrassment with its state president.

The agreement to join the EU, provided it is ratified by a national referendum in June, will open a new era in Austrian political and economic affairs.

Mr Alois Mock, foreign minister, said after the conclusion of the negotiations that entry would enable Austria to regain its place at the heart of Europe after 40 years of forced neutrality.

"Thanks to its historical relations to the countries of central and eastern Europe, Austria will be able to make an important contribution to the policies of the union in this region," Mr Mock said. The country's economic and social stability, its hard currency and highly-trained workforce should also contribute to the integration process, he said.

As expected, the sticking points among the nearly 400 negotiating topics were agriculture and trans-Alpine transit, but Austria won satisfaction on both. A particularly aggressive sugar lobby won quotas beyond their expectations. "At times, we thought we were in a sugar negotiation, not an accession treaty," an Austrian diplomat says wryly.

On transit, serendipity appeared in the final tense stages of the negotiations when on February 20 the Swiss voted to ban all transit lorries from their Alpine passes from 2002. EU negotiators realised they had no choice but to concede to Austria's demand that the existing bilateral treaty forcing gradual reductions in lorry emission over the next decade.

The EU also magnanimously encouraged the European Investment Bank to help finance a Schöbn rail tunnel through the Brenner pass to take the pressure off the

motorway there. The upshot is that the immediate impacts on Austria of joining the EU look relatively modest. Manufacturing industries have already adjusted because of the activation of the European Economic Area (EEA) at the beginning of this year.

Mrs Maria Schaubmayer, president of the Austrian National Bank, has served notice that the Austrian schilling will remain tightly tied to the D-Mark.

Mr Mock believes the biggest impact will be on farmers, whose lot will improve because of specially targeted national aid.

He also looks forward to the breakdown of quasi monopolies in many consumer product sectors as competition from EU producers increases. Already, Bavarian milk producers are upsetting the Austrian retail milk market, reportedly taking up to 15 per cent of the market.

Another area that will change is Mr

sending its own peacekeeping troops to Bosnia. Instead, it has sent troops to other trouble spots such as Rwanda, so that other UN forces would be available to serve in Bosnia.

The Middle East is another area of Austrian interest, following the long and sometimes controversial policy of the former chancellor Bruno Kreisky to promote ties with Arab countries. Dr Kreisky was the first western leader to invite Mr Yasser Arafat, the Palestine Liberation Organisation leader, to Europe, and the PLO's first representation in the West was opened in Vienna.

Last June, Mr Franz Vranitzky, the chancellor, signalled a return to a more balanced policy, becoming the first Austrian chancellor to visit Israel. He provided the long-demanded formal apology for Austria's involvement in the Holocaust. "We share moral responsibility because many Austrians welcomed the Anschluss, supported the Nazi regime and helped it to function," Mr Vranitzky said in a speech to the Hebrew University in Jerusalem.

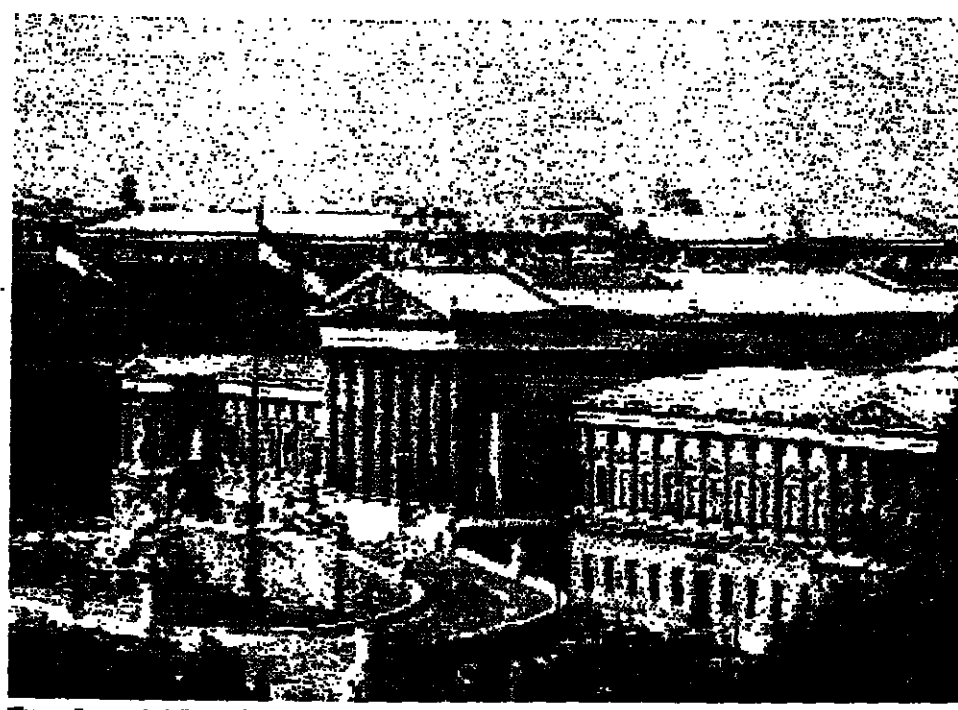
"We admit to all that has happened in our history and to the deeds of all Austrians, be they good or bad. Just as we claim credit for our good deeds we must beg forgiveness for the evil ones, the forgiveness of those who survived and the forgiveness of the descendants of those who perished."

Austria's relations with Israel and many other countries were made awkward in the late 1980s because of the efforts by Mr Kurt Waldheim, its president, to cover up his record as an officer in the German army during the second world war.

Mr Waldheim finally stepped down in mid-1992, making way for Mr Thomas Klestil, the polished former chief of the Austrian diplomatic service.

Mr Klestil has worked hard to restore external links, making visits to several countries. But his value, too, came in doubt last winter when he admitted publicly that his marriage was in trouble because he was having an affair with an official in his office.

He dithered for some time over how to handle the situation and ended up losing both his wife and his mistress.



The parliament buildings, Vienna. Recent events will make the government's life more difficult

Vienna fears delays in Brussels, writes Patrick Blum

## A hectic year for the politicians

The row within the EU over blocking rights had a negative impact on local opinion. "It looks bad. People can't understand what it's about. They are asking why should we join this mess," says one official.

This is a far cry from feelings three weeks earlier when Mr Alois Mock, the veteran foreign minister who headed Austria's negotiating team, was given a hero's welcome on his return from Brussels following agreement over membership terms.

Differences with the Commission over agriculture and transit traffic which threatened to derail the talks were successfully overcome in a deal that most politicians considered good, although it was immediately, and predictably, denounced by the Greens as a sell-out.

The results of the negotiations strengthened support for membership with the latest opinion polls showing more than 50 per cent in favour, and around 30 per cent against, with a diminishing number undecided. An extensive government campaign in favour of membership has had a positive impact.

Officials are optimistic about the referendum, provided "the EU doesn't break down or there isn't another mismanaged crisis as in Bosnia," says another observer.

"If nothing [centrally happens] over the next 24 months, the outcome will be positive. It could even be a much as 55 per cent in favour," says Mr Erhard Busek, the conservative vice-chancellor. Ironically, the strength of current support for EU membership has raised fears that people will not bother to vote.

The government also has other worries. Elections to provincial parliaments in Carinthia, Salzburg and Tyrol on March 13 turned out worse than expected for the social democrats (SPO) who lost ground across the three provinces. The conservative People's Party (ÖVP) fared relatively better, increasing its vote in Carinthia but losing voters in Salzburg and Tyrol. The new Liberal Forum failed

to make a breakthrough or win any seats.

The victor was Mr Jörg Haider, the youthful-looking populist leader of the right-wing Freedom Party (FPÖ). The Greens also did well, although they were helped by local factors.

The FPÖ - which under Mr Haider's leadership has veered firmly to the far right with emotional campaigns against immigration - won more than 33 per cent of the vote in Carinthia and was a close second to the social democrats whose

majority of party members rejected EU membership in an internal party poll this month. About a quarter of the Greens also favour membership, and opposition to joining the EU has been politically weak and primitive, with wild claims about bureaucracy, corruption and the loss of thousands of jobs as result of membership.

Mr Busek and, it seems, a large proportion of the public, are unimpressed - "what counts is not what the parties say, but how people feel, and that's a good thing in a democracy," he says.

Both parties expect to lose some support at the general election, but Mr Busek is confident about the outcome. "It will be very similar. The government parties will lose a bit, with the social democrats losing more, but there is no alternative to a [grand] coalition," he says.

An alliance with Mr Haider's freedom party is politically impossible - "Haider has put his party out of political business. The FPÖ can't be in any coalition," says Mr Busek. The Liberals also look weak and, in what is still a strongly Roman Catholic country, may have been damaged by a debate in which they pressed for a full separation of church and state.

Mr Busek says that, for all its drawbacks, the current coalition offers stability at a time when Austria faces important changes, and this may be a winning argument. The debate over EU membership has caused divisions within the Greens and FPÖ, with Mr Haider's business backers worried about the potential consequences of economic isolationism. The FPÖ leader said he would not tell supporters how to vote in the referendum, though a large

The FPÖ also increased its share of the vote in Salzburg and Tyrol

share of the vote fell 8.5 per cent to 37.4 per cent.

Mr Haider wanted to win back the province's governorship which he was forced to relinquish three years ago after he made a speech apparently endorsing Nazi employment policies. But in spite of the FPÖ's strong showing, neither the social democrats nor the People's Party appear willing to enter into a coalition with Mr Haider.

The FPÖ also increased its share of the vote in Salzburg and Tyrol, and its success will give a boost to Mr Haider and his party for next October's general election.

The Greens were the other "winners", increasing their share of the vote to 10.5 per cent in Tyrol and 7.4 per cent in Salzburg province. Ms Madeleine Petrovic, the Green party leader, said the results provided "the best starting position for the general election", although support in Tyrol may have been heavily influenced by a mixture of concerns over lorry transit

Manufacturing profile: Lenzing

## Global expansion

It is always a surprise to find "the largest" of anything in a small country such as Austria. Lenzing, the viscose, plastics and papers group based in the eponymous Austrian town near Salzburg, for example, is the world's largest producer of viscose, the wood-pulp-based fibre that is the raw material for rayon and other woven and non-woven products.

Viscose has not been a growth sector for some time. On the contrary, the world market has long hovered around 2m tonnes a year, and prices are frequently under pressure as a result of competition with other fibres and low-cost producers in developing countries.

But Lenzing, in which two Austrian banks have large minority shareholdings, has followed a deliberate policy of increasing its concentration on viscose - which now accounts for three quarters of its Schöbn annual revenue.

In the past two decades, the number of viscose producers in Europe has dropped from 25 to seven, but Lenzing believes the remaining three majors, including Courtaulds of the UK and Hoechst of Germany, can thrive on the basis of high quality products and service.

So it has consistently built up its capacity, and last year surpassed Birla of India to become the world's largest producer, with annual capacity of 268,000 tonnes in plants in Austria, the US and Indonesia.

The group has combined this expansion with a big commitment to research and development of new products, and is on the verge of large scale production of a new cellulose-

based fibre called Lyocell.

In the early 1980s, the group was looking for ways to make better fibres from dissolving pulp. Viscose has a relatively poor image and an unpleasant smell and the production process requires a number of nasty chemicals, including carbon disulphide and caustic soda. Lenzing has had to spend \$2.1bn since 1988 to make its mills environmentally friendly.

The answer, it hopes, is Lyocell, a fibre developed in the early 1980s by Akzo, the German chemicals group, that uses N-Methyl-Morpholine-Oxide (NMMO) as a solvent.

Lenzing is one of only two companies that have licences to use the basic Lyocell technology

For one thing, the production process is an energy-efficient closed loop, with both the NMMO and water being recycled. Lyocell fibres also have greater wet tenacity than viscose and better form stability.

Lenzing is one of only two companies - the other is Courtaulds - that have licences to use the basic Lyocell technology. Courtaulds has developed a fibre called Tencel, which has soft, peach fuzz characteristics.

Lenzing has been moving in a different direction, trying to perfect a fibre that will enable it to compete effectively against cotton and silk in high-quality, high-volume clothing lines, such as shirts, blouses and dresses.

In 1990, it started up a pilot plant in Lenzing to produce

what it calls Lyocell by Lenzing.

By last year, the product was so good that the group could sell the 200 tonnes annual capacity at roughly two times the price of viscose.

Within the next few weeks, the group hopes to win approval of its supervisory board to invest more than \$1bn in a full-scale 20m tonnes-a-year plant. A rights issue to finance it would be necessary, as the group's balance sheet has been weakened in the past few years by its heavy investments in pollution control equipment.

Moreover, in 1992, weak fibre prices undermined margins and the group fell into loss and a further loss occurred last year.

Undaunted, Lenzing continues to develop its viscose business. In August, 1992, it bought a 45,000 tonnes-a-year viscose plant in Tennessee from BASF and has since boosted capacity to 60,000 tonnes. Expansion of its plant in Indonesia was also completed in 1992 and a further \$100m expansion is under consideration.

Last autumn, it won a \$350m contract to build a 20m tonne viscose plant in China, with options to participate in the sector at a later stage.

And last month, it entered a 100,000 tonnes a year dissolving pulp joint venture in Brazil with Klabin Fabricadora de Papel e Celulose and the International Finance Corporation to secure raw material supplies for its viscose plants throughout the world.

Ian Rodger

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FINANCIAL HIGHLIGHTS	1993	1992	1991
(ATS bn)	(ATS bn)	(ATS bn)	(ATS bn)
ORDER IN TAKE	12,647	12,645	25,711
ORDER BACKLOG AS AT 31 DECEMBER	19,717	18,597	45,045
CONSOLIDATED TURNOVER	22,452	23,491	20,465
PROFIT FROM ORDINARY ACTIVITIES	974	925	731
OVFA EARNINGS	812	831	681

**VATECH**

VA TECHNOLOGIE AG



## AUSTRIA IV

Patrick Blum reports on the  
tourist industry

## Hotel owners feel the pinch

One in every 20 foreign trips taken anywhere in the world leads to Austria, according to official tourism statistics. But while this testifies to the strength of Austria's tourism industry, the past two years have not been good years for hotel owners and tour operators.

The recession in Germany, devaluations in Britain and Italy, and a decline in the number of travellers from the US, combined to depress foreign currency revenues to Sch156.2bn last year, down from the record Sch161.2bn in 1991.

Arrivals and overnight stays were down in every province except Styria, in spite of considerable investment and marketing efforts. Officials hope that with Europe now gradually pulling out of recession, this year will bring better results, thereby helping improve declining profit margins.

Any improvement would also help accelerate recovery for the national economy, which in turn would encourage more Austrians to spend time away from home and boost domestic tourism.

A few statistics give an indication of the industry's economic and social importance.

Revenues from tourism account for about 8 per cent of gross domestic product, rising to 15 per cent of GDP if the leisure industries are included. About 164,000 workers are employed directly in restaurants and hotels; another 100,000 are self-employed and, if workers in related activities including in boutiques, travel agencies, and leisure facilities, are included, the number of people employed directly and indirectly in the industry swells to about 400,000 - representing about 13 per cent of the total workforce. The net Sch61bn foreign revenue income from tourism - after deduction from what Austrians spend abroad - covers almost 62 per cent of the country's deficit in traded goods.

Official policy is to encourage moves up-market by offering better accommodation and service, and catering for special interests or "hobby tourism".

This includes special programmes for tennis, water sports or golf and for those interested in fishing, riding, or who want to improve their health and looks.

There is an "Allgroe Austria" programme dedicated to music lovers, and there are special programmes for families with small children. "These programmes have been very successful," says Mr Michael Raffling, head of the hotels and restaurants section in the Austrian Economic Chamber.

To take advantage of Austria's plans to join the European Union next year, the government recently announced that it would invest Sch3m-Sch4m in a special campaign throughout Europe on the theme of "Come and see the new member".

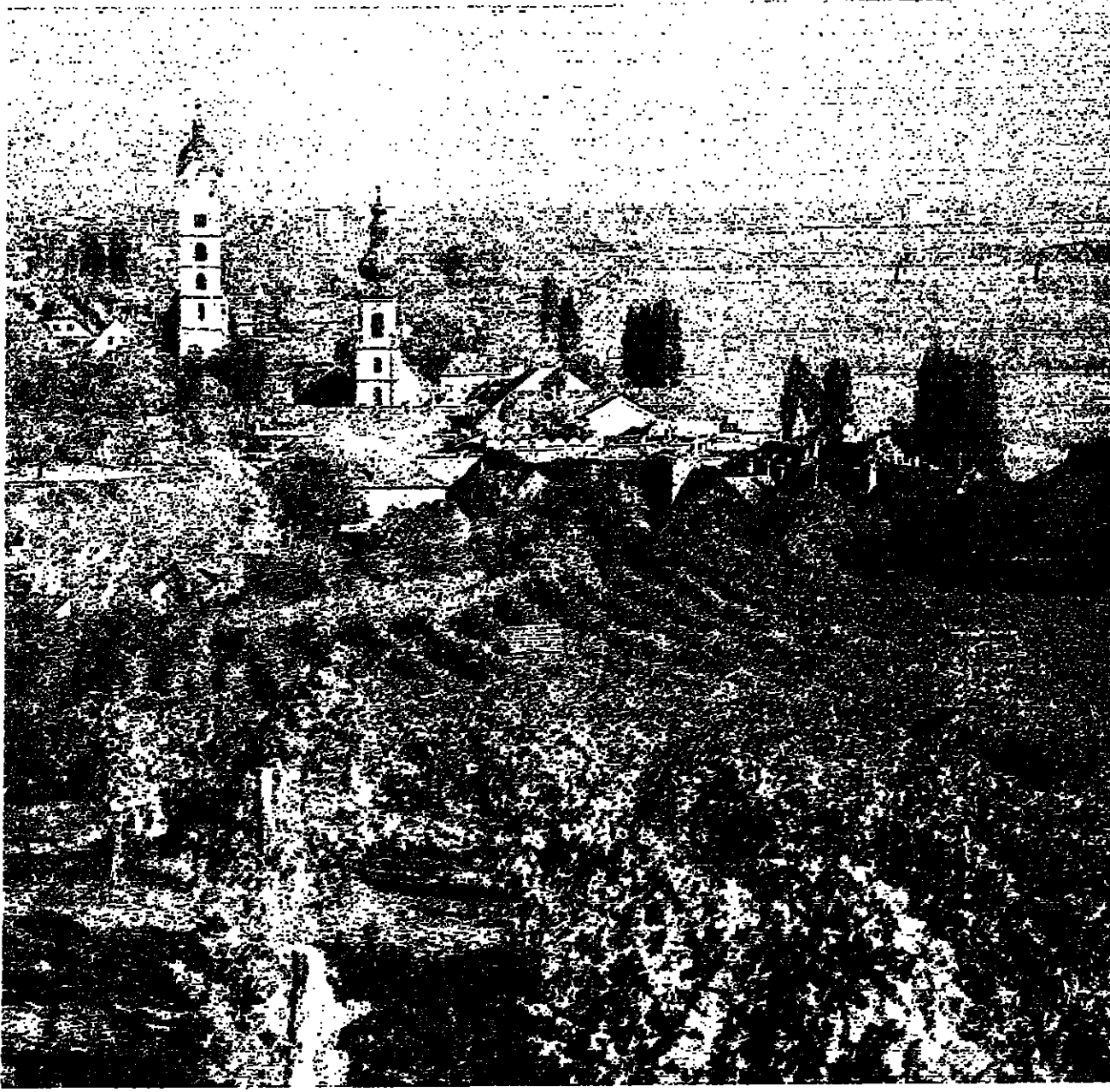
Meanwhile, the number of high standard hotels of five and four stars has risen steadily since the early 1980s from just over 100,000 in 1981 to 163,664 last year.

The number of two stars and single-star hotels has declined by about 100,000 to 278,916 in the same period. The number of middle range, three-star hotels has risen by about 50,000 to 240,146.

Most tourists come from western Europe with visitors from Germany accounting for 67 per cent of overnight stays, followed by visitors from the Netherlands with about 8.7 per cent; Britain with 3.8 per cent; Switzerland, the Benelux countries, and Italy whose share of overnight stays is down by more than 22 per cent.

There has been a steady flow of visitors from the former communist states of central and eastern Europe, raising the occupancy rates for cheaper accommodation.

Spending by east Europeans has grown since the early days immediately following the col-



Most tourists come from western Europe with visitors from Germany accounting for 67 per cent of overnight stays

lapse of communism when many visitors came on one-day coach trips to look at the city and spend practically nothing.

The opening up of eastern Europe has brought some competition for Vienna from Prague and Budapest, but generally it has had positive effects, as more people have wanted to travel in the region. Many visitors want to combine a trip to the three cities. Agents are increasingly offering "magic triangle" programmes, especially to visitors from the EU.

Outside the main cities, competition from the former Czechoslovakia, Hungary and other east European countries

is limited by the range and quality of what they can offer, and while Austria is more expensive, it offers better service and infrastructure and a wider choice of activities in a cleaner environment.

Decades of investment and training were needed to make Austria's tourism industry one of the world's most successful, but it still faces a number of problems. Efforts to stagger domestic holidays have had little success so there is still overcrowding at popular spots, particularly in the winter.

The costs of environmental protection for a wide range of activities - from waste disposal

to ski runs - are rising rapidly. Community services and labour costs are also rising fast.

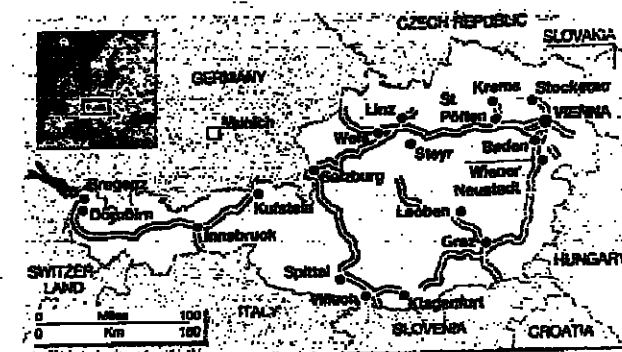
"The introduction of the five-day week in 1982 has notice-

ably increased costs," Mr Raffling says.

Environmental concerns can also make promotion more difficult. One idea was to have summer festivals in all the

### AUSTRIA: KEY FACTS

Area ..... 83,850 sq km  
Population ..... 7.9 million  
Head of state ..... President Thomas Klestil  
Currency ..... Schilling (Sch)  
Exchange rate (vs) - 1992: \$1=Sch 10.89 1993: \$1=Sch 11.54



### ECONOMY

	1992	1993
Total GDP at current prices (\$ billion)	185.3	180.5
Real GDP growth (%)	1.5	-0.25
GDP per capita (\$)	23,490	22,790
Federal government deficit/GDP (%)	3.3	4.0
Public sector deficit/GDP (%)	2.0	2.5
Consumer prices (annual % change)	4.1	3.1
Wholesale prices (annual % change)	-0.25	-0.4
Industrial production (annual % change)	-1.1	-0.8
Unemployment rate (% of labour force)	5.8	4.2
Discount rate (% and period)	8.1	6.4
Govt bond yield (% and period)	8.3	8.6
Total reserves minus gold (\$ billion)	12.98	14.6
Narrow money growth, M1 (% per annum)	6.2	7.6
Broad money growth, M3 (% per annum)	4.2	4.9
Current account balance (\$bn)	-0.7	-0.9
Trade balance (\$bn)	-0.6	-0.4
Main trading partners (1992, % by value)		
Germany	38.8	42.9
Italy	8.8	6.6
Switzerland	5.9	4.0
EU	66.1	67.9
EFTA	8.6	6.8
Eastern Europe	11.0	7.3

Sources: IMF, Datastream, EU, National Government. \* OECD definition. EU estimate.

The agriculture sector is uncompetitive, writes Patrick Blum

## Tough adjustments ahead

A collective sigh of relief greeted the news that Austria's negotiators in Brussels had finally reached agreement on European Union membership terms covering agriculture.

A "good" deal was seen in Vienna as crucially important if the government was to win support for a June referendum on joining the EU. In the event, most politicians saw last month's outcome to the negotiations as positive for Austria, and more importantly it was perceived that way by much of the public.

Even so, the government will be hard put to calm local fears about the impact of joining the EU. Austria's uncompetitive agriculture faces some tough adjustments.

The EU deal allows Austria to continue to subsidise its farmers for a period with generous financial help from Brussels, but it also requires Austria to open its market to competition with prices aligned on EU prices from day one of membership. There will be no soft transition period.

Austria will be able to limit imports of cereals, poultry, pork and milk over a four-year period. It was granted an annual milk production quota of 2.5m tonnes - less than the 2.9m tonnes it had originally sought but seen as an acceptable compromise in Vienna. A sugar quota of a little over 390,000 tonnes roughly meets real annual sugar production rather than the theoretical 450,000-500,000 tonnes claimed in the negotiations.

Mr Franz Fischler, agriculture minister, says the immediate cost of reducing prices to EU levels will be about Sch4bn. The EU is expected to provide about Sch2.8bn in environment-designated financial help in addition to standard support from its regional and social funds.

It is also hoped farmers will benefit from free access to EU markets, but the benefits may be delayed until Austria develops both better marketing and distribution networks.

Meanwhile, Mr Fischler is confident that Austrian agriculture can succeed

with new products and markets. "Austria can develop niche markets for environmentally sound produce. Biological farming production in Austria already is the biggest in Europe," he says.

Adjustment will be difficult but, he says, Austrian agriculture was already facing difficult changes under the new General Agreement on Tariffs and Trade. Even if Austria did not become a member of the EU, its agriculture would face serious problems. "Access to traditional markets in the EU would be limited and burdened with duties. Reduction of subsidised export quantities by 21 per cent and export subsidies by 36 per cent as stipulated in the Gatt agreements would worsen Austria's position," said a

**Migration from the land at an annual rate of about 5 per cent threatens long-term prospects**

recent agriculture ministry report.

Austrian agriculture is hampered by difficult local conditions, low productivity, narrow markets and poor distribution networks. Migration from the land at an annual rate of about 5 per cent also threatens long-term prospects. With a farmer's average income less than half that of an industrial worker, considerable incentives will be needed to keep people on the land.

There are about 270,000 farms in Austria, most of which are family owned. About half are smaller than 10 hectares and 45,000 are smaller than three hectares. One in three farmers works full time on their farm, and two thirds rely on a second job to supplement their income. Altogether farming employs about 5.5 per cent of the population, although it contributes only 2.4 per cent of gross domestic product.

Local climatic and land conditions make farming more difficult than in other European countries. More than 64 per cent of agricultural land is in mountain areas, and more than 60 per cent of farm-

ers are Alpine farmers - a higher proportion than in any other EU country. Mountain land is difficult to tend, the use of machinery is limited and much of the work has to be done manually.

Because it is economically and socially important for Austria to keep people on the land - a large number of farmers help to sustain the economically vital tourist industry - farming is encouraged with a wide range of subsidies, and by any estimate, support will be needed for years to come. Modernisation and productivity improvements are likely to be slow.

Further down the food chain, the domestic food processing industry faces similar problems. Mr Werner Teufelsbauer, director of economic policy at the Austrian Economic Chamber, says both sectors will experience a shock as markets are opened up and protection ends.

He says Austria's exclusion from the EU for 20 years has not prepared it for the challenge and opportunities of a much wider market. It will take time and money to establish new market systems. Meanwhile, "quite a lot of companies could go bankrupt or be bought up by French or German ones," he says.

The food processing industries employ about 40,000 people, but make mainly basic products on an uncompetitive scale, he argues.

An example of things to come is provided by the rapid inroads of German producers of dairy products who have picked up 15 per cent of Austria's market in milk and yoghurts in the three months since the European Economic Area came into effect last January. Other sectors will face similar challenges.

Mr Alois Mock, the foreign minister who headed Austria's negotiating team in Brussels, is more optimistic. He says conditions for farmers, and especially mountain farmers, will improve during the transition as a result of the agreement. But no-one doubts there will be pain as well as benefits. "There will be tougher competition and we will see restructuring at the local level," he says.

Manufacturing profile: VA Eisenbahnsysteme

## A world leader in its field

Mention Austria to railway technology buffs and they will think first about Plasser & Theurer, the formidable family firm that makes a machine that simultaneously pulls up old track and lays down new.

But Austria has another company that dominates a niche in the international railway technology business. VA Eisenbahnsysteme, formerly part of the state-owned Voest-Alpine steel and engineering group, is a world leader in the manufacture of points (switches) for high-speed and heavy-duty rail lines.

It also makes other sophisticated rail-related equipment, such as trackside devices for detecting overheated rolling stock axles (hot boxes).

Until 1989, VAE was just a division within Voest-Alpine, sharing facilities and management with the group's tunnelling equipment division at Zellweg in the middle of Styria. The first switches were made there in 1886.

Its reputation for quality was such that it had very large market shares, especially with European railways.

So when VA bosses began looking internally for candidates for privatisation, the points business rapidly emerged at the head of the list.

A proper corporate structure was set up and the company launched itself more systematically into overseas markets. VAE was convinced that demand for railway infrastructure was on the verge of huge growth in many countries.

At an early stage, the decision was made to carry out expansion through subsidiaries and joint ventures rather than export, not least because of the bulkiness

**Group sales and profits have grown rapidly in the past three years**

of the products. VAE has moved rapidly, thanks in part to nearly Sch500m in new equity provided by a partial privatisation in December 1992 and a rights issue last November. It now has outlets in the US, Canada, Australia and Hungary.

The group's product line is vast, covering every conceivable type of point for tram lines, cog railways, cable railways, standard railways and even some that serve rail lines of more than one gauge.

Its success is built on sophisticated welding techniques and cast steel crossings that make its points more durable

than those of its competitors, and on its know-how for designing the extremely gently curved points that trains can negotiate at up to 200kph.

In 1992, after a one-year inspection, it was awarded the ISO 9001 norm by Lloyds of London for its quality assurance system.

The group also makes electronic point diagnosis systems which provide constant surveillance and set off alarms when trouble is detected.

Group sales and profits have grown rapidly in the past three years. Last year, consolidated net income jumped 18 per cent to Sch1.3m on sales up 21 per cent to Sch1.7bn, and the directors are forecasting further growth this year.

After a difficult start at Sch915 in a weak market in December, 1992, the shares have been among the best performers in the Austrian market. They rose to a peak of Sch1.585 at the end of last year and the trend continued in the first quarter of this year.

The state holding company OIAG is expected to sell its remaining 26 per cent stake in the group in the autumn.

Ian Rodger

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This gives us a familiarity which makes these countries almost a "home market" for us and our customers. Not least because our strong involvement in this region is based on a long-standing tradition. For example, our presence in Budapest and Prague dates back to 1857. As new business is emerging, no one is better placed to help you succeed.

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